

2016 Pennsylvania State Government



Workforce Statistics

Tom Wolf, Governor

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STATE GOVERNMENT WORKFORCE STATISTICS

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STATE GOVERNMENT WORKFORCE STATISTICS
July 2015

Executive Summary

General Pennsylvania Statistics

Pennsylvania Population	12,787,209 (1)
Population	Rank 6th (1)
Average Salary of State Workers	Rank 21st (2)
State Employees Per Population	Rank 43rd (3)
Pennsylvania Labor Force	6,426,000 (4)

Commonwealth Positions as of June 30, 2015 (5)

Number of Full-Time and Part-Time Filled Salaried Positions	72,830
Number of Full-Time and Part-Time Filled Wage Positions	6,598
Salaried Payroll	\$4.0 Billion
Wage Payroll	\$163 Million

Profile of Full-Time Salaried Employees as of June 30, 2015 (5)

Number of Full-Time Salaried Employees	72,622
Average Age	46
Average Length of Service in Years	12
Average Annual Salary	\$53,897
Average Annual Benefits	\$38,829
Average Annual Sick Leave Days	8.6
Percent Civil Service	68.5%
Percent Represented by Unions	81.5%
Percent Minorities	13.9%
Annual Separation Rate	8.7%

Notes

- (1) "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2014.
- (2) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2013 (data is the latest available).
- (3) "State Government Employment and Payroll", U.S. Census Bureau, as of March 2013 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2014.
- (4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2015" from PA Department of Labor and Industry, Center for Work Force Information and Analysis.
- (5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2015.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Total Employment
Part-Time and Full-Time Salaried and Wage Employees

Over Eighty Years of Change - Filled Salaried and Wage Employees
(GAWFR Table 1)

July of Each Year	Salaried	Wage
1930	9,500	
1935	19,500	
1940	33,500	16,500
1945	31,000	10,000
1950	38,000	20,000
1955	50,000	16,000
1960	57,000	15,500
1965	69,000	17,000
1970	101,000	13,000
1975	110,000	8,000
1980	100,000	7,600
1985	81,000	8,000
1990	79,600	5,400
1995	81,200	5,800
2000	79,600	5,400
2005	77,041	6,997
2010	76,110	7,580
2015	72,830	6,598

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Data as of January of each year prior to 1970 because of data availability for earlier years. For all other years, data as of July of each year. In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Union/Management Status
July 2015

*Commonwealth Employment by Union
(GAWFR Table 22)*

Union	Abbreviation	Rank-and-File	Supervisory	Totals	
American Federation of State, County, and Municipal Employees*	AFSCME (Master Agreement/Memorandum)	27,141 *	3,224 *	30,365 *	41.8% *
-Other AFSCME units		8,475	824	9,299	12.8%
-Clerical, Administrative and Fiscal units		7,320	832	8,152	11.2%
-Maintenance and Trades units		6,422	1,145	7,567	10.4%
-Human Services units		4,924	423	5,347	7.4%
*Total of all employees in the four categories					
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,166		10,166	14.0%
Local 668 of the Service Employees International Union	SEIU Local 668 (social workers)	7,913	1,256	9,169	12.6%
Pennsylvania State Troopers Association	PSTA (State Police)	4,350		4,350	6.0%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,448		1,448	2.0%
Service Employees International Union, Healthcare Pennsylvania	SEIU Healthcare PA (nurses, non-supervisory)	1,122		1,122	1.5%
Independent State Store Union	ISSU (liquor store managers)		694	694	1.0%
Correctional Institution Vocational Education Association, PSEA	CIVEA (corrections education teachers)	358		358	0.5%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural)	277	24	301	0.4%
Office and Professional Employees International Union, Healthcare Pennsylvania, Local 112	OPEIU (nurse supervisors)		225	225	0.3%
Fraternal Order of Police, Lodge 114 (wildlife conservation officers)	FOP (wildlife conservation officers)	195		195	0.3%
United Government Security Officers of America	UGSOA (security officers)	150	27	177	0.2%
Pennsylvania Doctors Alliance	PDA (physicians)	125	15	140	0.2%
Pennsylvania Liquor Enforcement Associations, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	102		102	0.1%
Fraternal Order of Police, Capitol Police Lodge 85	FOP (Capitol Police)	89		89	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	87		87	0.1%
Fraternal Order of Police, Lodge 114 - Fish and Boat Commission	FOP (waterway conservation officers)	56	10	66	0.1%
Local 668 of the Service Employees International Union, Hearing Officers	SEIU Local 668 (unemployment compensation referees)		62	62	0.1%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC attorneys)	26		26	0.0%
Pennsylvania State Education Association, Hiram G. Andrews Center	PSEA (non-tenured teachers)	25		25	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors)		23	23	0.0%
Total		53,630	5,560	59,190	81.5%
Non-Union Employees				667	0.9%
Management Employees				12,785	17.6%
COMMONWEALTH TOTAL				72,622	100.0%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time, permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2015.

COMMENTS: 81.5 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Employment by Job Category
July 2015

Distribution of State Government Employees by Occupational Group
(GAWFR Table 20)

Job Category	Employees	Percentage
Official/Administrators	10,858	14.95%
Professionals	18,146	24.99%
Technicians	2,222	3.06%
Protective Service Workers	13,737	18.92%
Paraprofessionals	1,360	1.87%
Office and Clerical	11,488	15.82%
Skilled Craft Workers	4,152	5.72%
Service / Maintenance	10,659	14.68%
Totals	72,622	100%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2015. Percents shown may not total 100% due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (24.99%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (1.87%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous nine reporting years.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Top 25 Employee Classifications
July 2015

Most Populous Class Titles - Top 25
(GAWFR Table 36)

Class Title	Number
Corrections Officer 1	6,404
Income Maintenance Caseworker	4,473
State Police Trooper	3,195
Clerk Typist 2.....	2,375
Transportation Equipment Operator B	2,152
Transportation Equipment Operator A.....	1,656
Residential Services Aide Manager.....	1,495
Clerk Typist 3	1,156
Corrections Officer 2.....	1,154
Liquor Store Clerk 1	906
Registered Nurse	855
Clerk 2	796
State Police Corporal.....	781
Licensed Practical Nurse	729
Income Maintenance Casework Supervisor	720
Maintenance Repairman 2.....	635
Parole Agent 2.....	615
Clerk 3.....	595
Corrections Officer Trainee	580
Psychiatric Aide	539
Nurse Aide.....	525
Highway Foreman 2.....	519
Corrections Food Service Instructor.....	517
Corrections Officer 3.....	515
Custodial Worker 1.....	482
Administrative Assistant 1.....	482

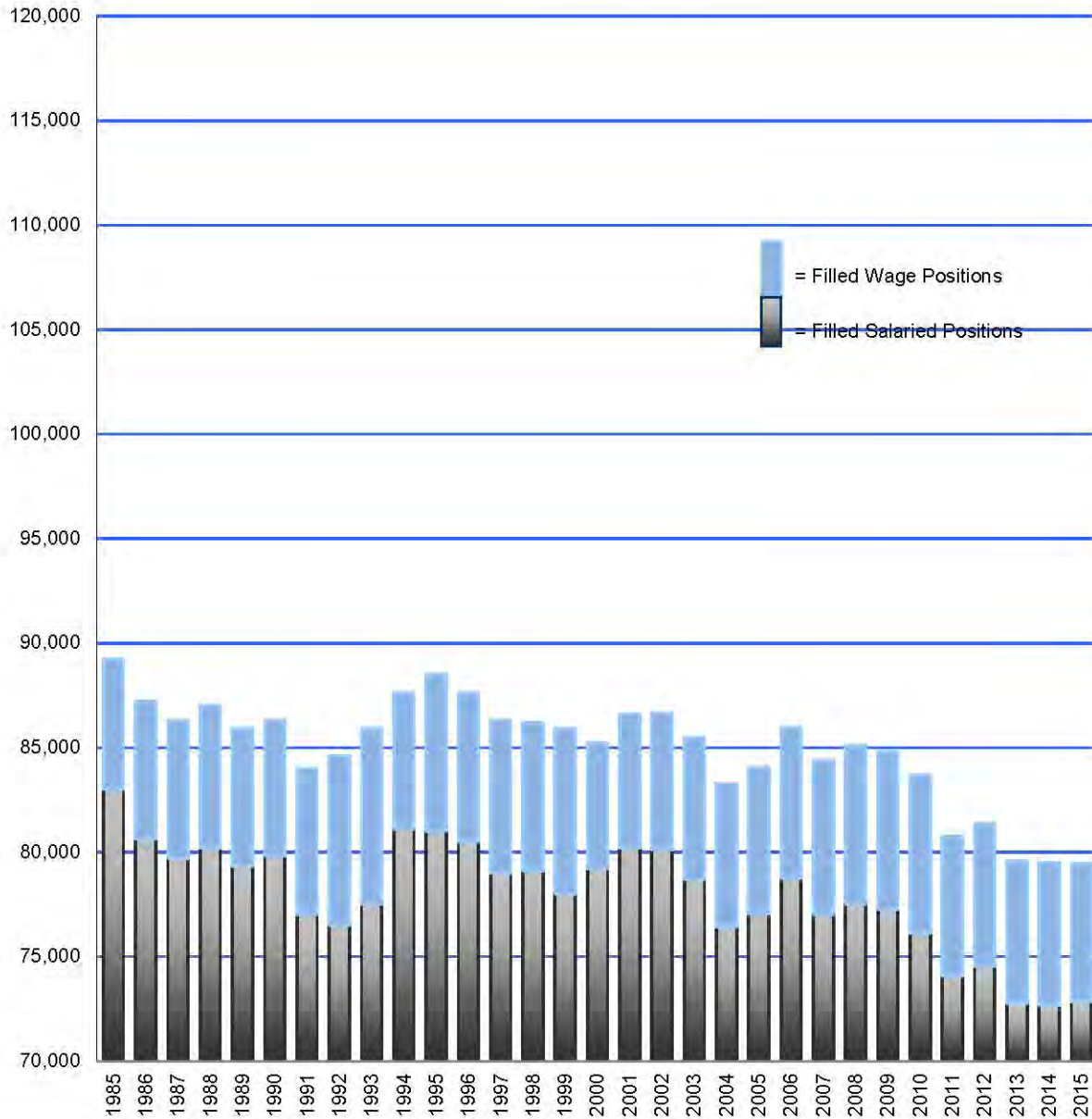
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,586 different active class titles, 48 percent of the salaried work force (34,851 employees) serve in these 26 most populous class titles. Of the above listed class titles, 25 were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 14 of 26. A 26th class title is listed due to there being two classes tied for the 25th position.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2015

*The Trend of Filled Salaried and Wage Positions
 July 1985 to July 2015
 (GAWFR Table 2)*



NOTE: Includes full-time and part-time filled salaried and wage positions.

COMMENTS: On July 1, 2015 there were 72,830 filled salaried and 6,598 filled wage positions. Filled salaried positions increased by 180 and filled wage positions decreased by 241 from the previous year as of the July 1 figures.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2015

Historical Filled Salaried and Wage Positions
Fiscal Years 1980 to 2015
(GAWFR Table 3)

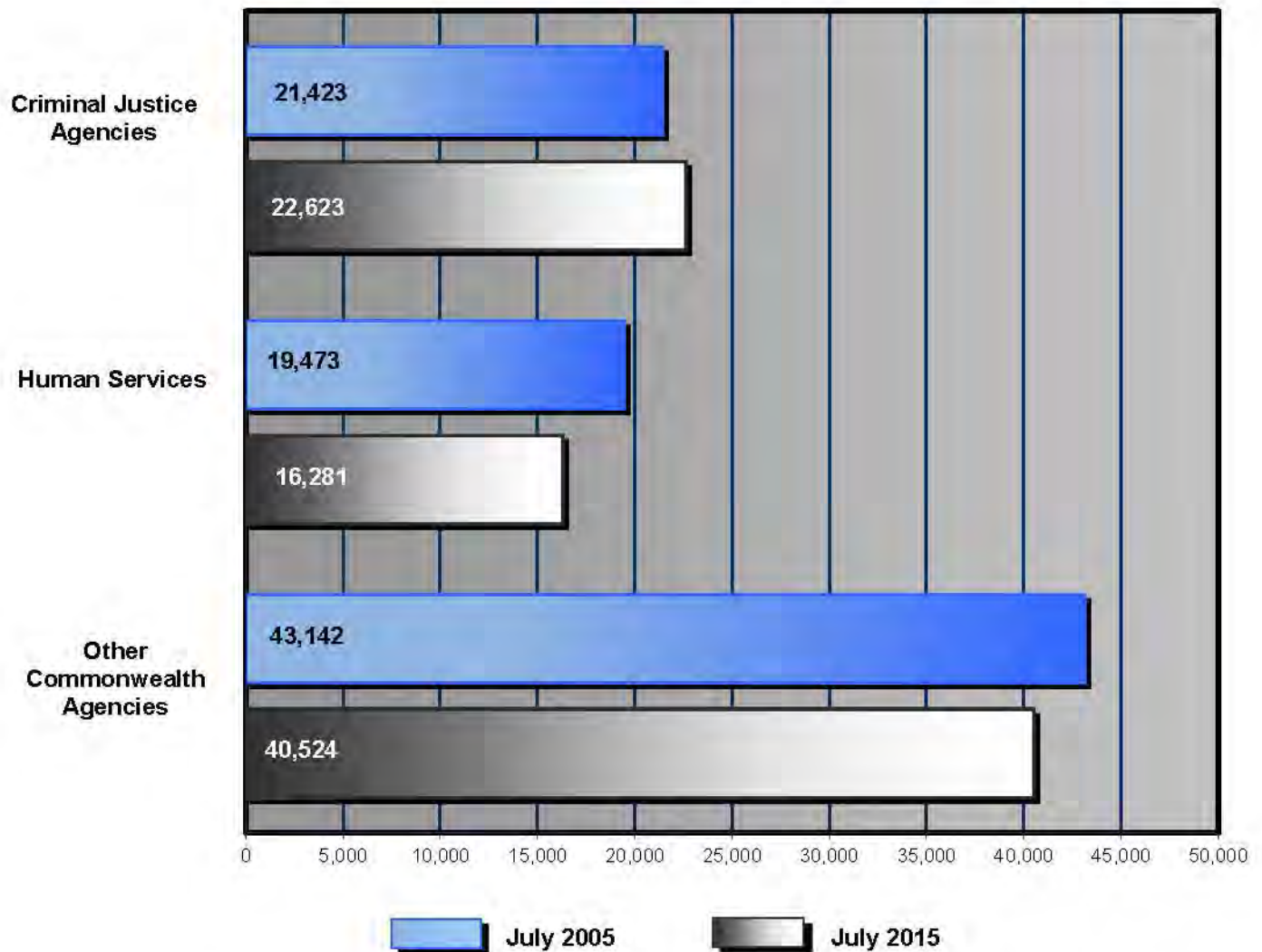
Date	Salaried Positions		Wage Positions	
	January	July	January	July
1980	100,418	99,843	6,705	8,029
1981	99,971	99,272	7,954	8,338
1982	97,801	96,334	7,312	8,213
1983*	95,831	85,556	6,928	6,815
1984	85,123	84,053	6,151	5,931
1985	83,678	82,869	5,796	6,582
1986	81,701	80,265	6,446	6,436
1987	79,759	79,548	5,992	6,434
1988	79,669	80,008	5,919	6,268
1989	79,537	79,303	5,834	5,812
1990	79,522	79,476	5,928	6,193
1991	79,563	77,127	6,399	6,187
1992	76,388	76,640	6,822	6,868
1993	78,352	78,725	6,599	6,576
1994	80,226	81,512	6,753	6,336
1995	81,175	81,418	7,073	6,362
1996	81,588	80,920	6,609	6,125
1997	80,628	79,606	6,348	5,773
1998	79,605	79,495	6,083	5,930
1999	79,775	78,690	5,955	6,114
2000	79,255	79,207	5,925	6,015
2001	79,993	80,240	6,311	6,678
2002	80,126	80,146	6,978	7,154
2003	80,597	78,691	7,550	6,777
2004	78,481	76,410	6,350	6,873
2005	78,056	77,041	7,132	6,997
2006	78,565	78,733	7,769	7,223
2007	78,730	77,013	7,303	7,359
2008	77,225	77,531	7,656	7,572
2009	77,959	77,248	8,072	7,527
2010	76,563	76,110	8,430	7,580
2011	76,083	74,086	8,452	6,680
2012	74,538	74,540	8,052	6,799
2013	74,137	72,768	7,223	6,784
2014	73,261	72,650	7,126	6,839
2015	72,833	72,830	7,114	6,598

NOTE: Includes full-time and part-time filled salaried and wage positions. Per diem positions included with wage. *1983 reduction includes a transfer of 8,553 salaried and 90 wage positions from the Department of Education to the State System of Higher Education.

COMMENTS: On July 1, 2015 there were 72,830 filled salaried and 6,598 filled wage positions. Filled salaried positions increased by 180 positions from the previous year as of the July 1 figures. Filled wage positions decreased by 241 during the same period.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2015

Criminal Justice Agencies and Human Services
Ten Year Comparative Complement
July 2005 to 2015
(GAWFR Table 5)



NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Criminal Justice Agencies include the Department of Corrections, State Police, and Probation and Parole Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2014-2015

Separation Rates by Union
Full-Time Salaried Employees
(GAWFR Table 27)

Union	Retirements		Resignations		Other Separations		Total Separations	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
AFSCME (Master Agreement/Memorandum)	1,969	6.5%	707	2.3%	265	0.9%	2,941	9.7%
-Clerical, Administrative and Fiscal units	505	5.4%	176	1.9%	67	0.7%	748	8.0%
-Maintenance and Trades units	537	6.6%	162	2.0%	53	0.7%	752	9.2%
-Human Services units	415	5.5%	206	2.7%	106	1.4%	727	9.6%
-Other AFSCME units	512	9.6%	163	3.0%	39	0.7%	714	13.4%
<i>*Average for employees in the four categories</i>								
PSCOA (corrections officers)	374	3.7%	121	1.2%	82	0.8%	577	5.7%
SEIU Local 668 (social workers)	515	5.6%	217	2.4%	78	0.9%	810	8.8%
PSTA (state police)	175	4.0%	5	0.1%	5	0.1%	185	4.3%
SEIU Healthcare PA (nurses, non-supervisory)	102	9.1%	53	4.7%	16	1.4%	171	15.2%
UFCW (liquor store clerks)	84	5.8%	41	2.8%	29	2.0%	154	10.6%
ISSU (liquor store managers)	39	5.6%	1	0.1%	10	1.4%	50	7.2%
CIVEA (corrections education teachers)	16	4.5%	2	0.6%	2	0.6%	20	5.6%
FOSCEP (educational and cultural)	16	5.3%	6	2.0%	1	0.3%	23	7.6%
OPEIU (nurse supervisors)	26	11.6%	3	1.3%	0	0.0%	29	12.9%
UGSOA (security officers)	13	7.3%	7	4.0%	3	1.7%	23	13.0%
PDA (physicians)	8	5.7%	3	2.1%	0	0.0%	11	7.9%
FOP (conservation officers)	13	5.0%	2	0.8%	1	0.4%	16	6.1%
FOP (Capitol police)	5	5.6%	4	4.5%	0	0.0%	9	10.1%
All Other Unions	19	5.8%	5	1.5%	2	0.6%	26	8.0%
Non-Union Employees	28	4.2%	8	1.2%	0	0.0%	36	5.4%
Management Employees	813	6.4%	279	2.2%	145	1.1%	1,237	9.7%
COMMONWEALTH TOTAL	4,215	5.8%	1,464	2.0%	639	0.9%	6,318	8.7%

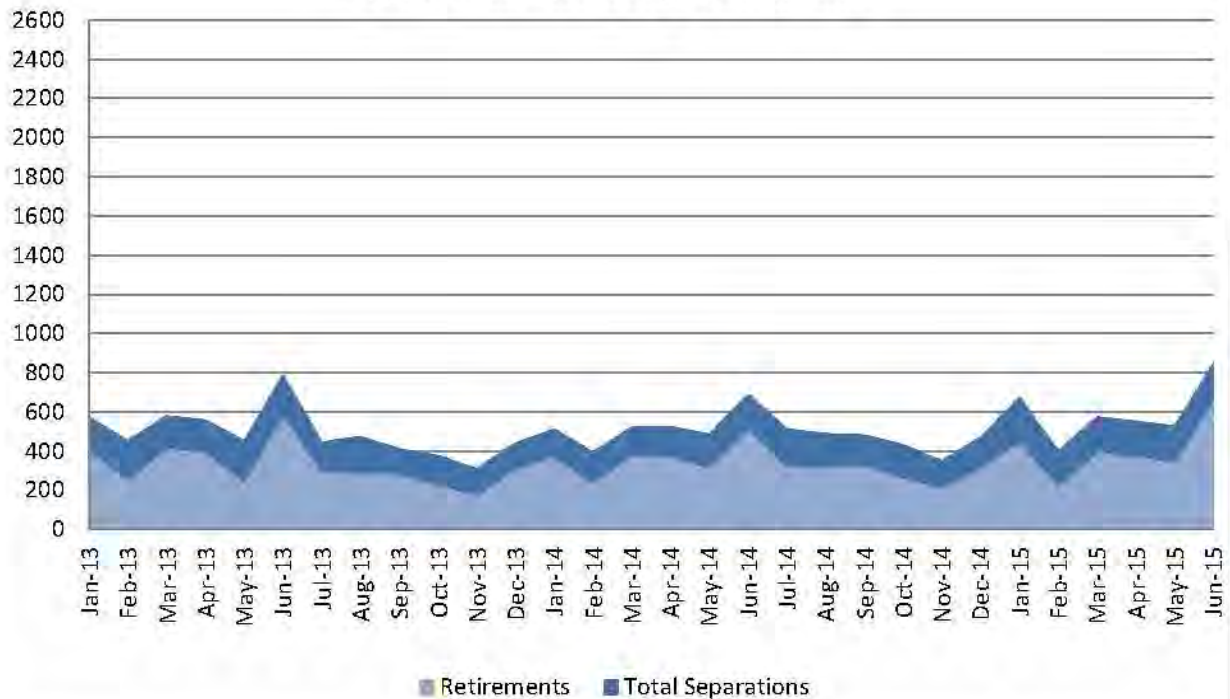
NOTE: The above table identifies specific unions representing 100 or more employees. Includes full-time, permanent salaried employees. Other separations include furloughs, involuntary separations, and deaths but exclude employees who have completed a temporary or emergency assignment and employees who were furloughed and later returned into the same or other agency. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: The highest separation rate in an individual group occurred among SEIU Healthcare PA (nurses, non-supervisory) primarily due to retirements.

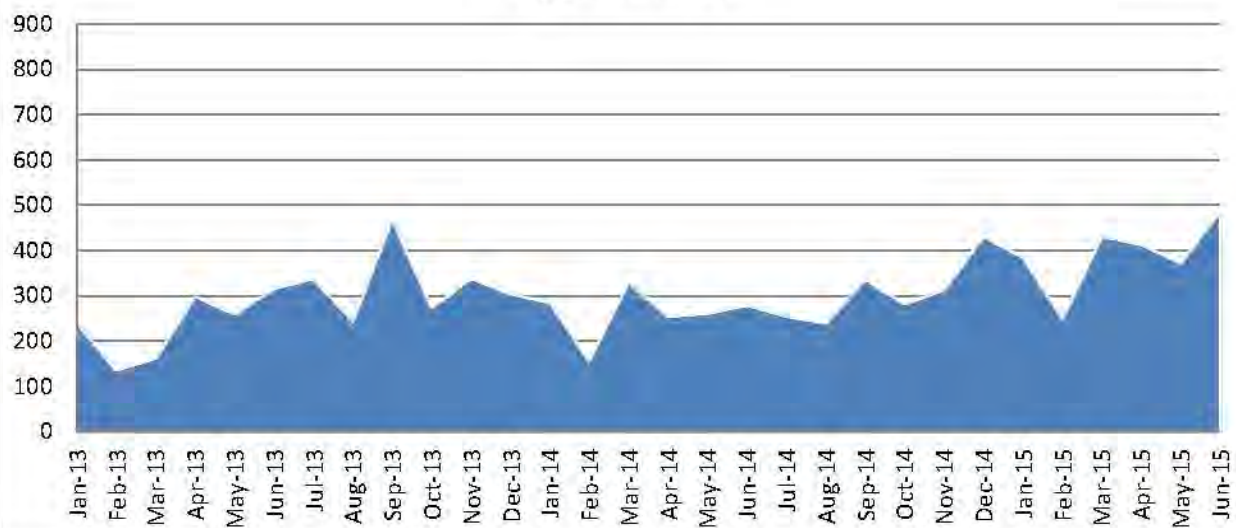
STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
January 2013 to June 2015
Full-Time Salaried Employees

Historical Appointments and Separation Trends
(GAWFR Table 32)

Separations Including Retirements



Appointments

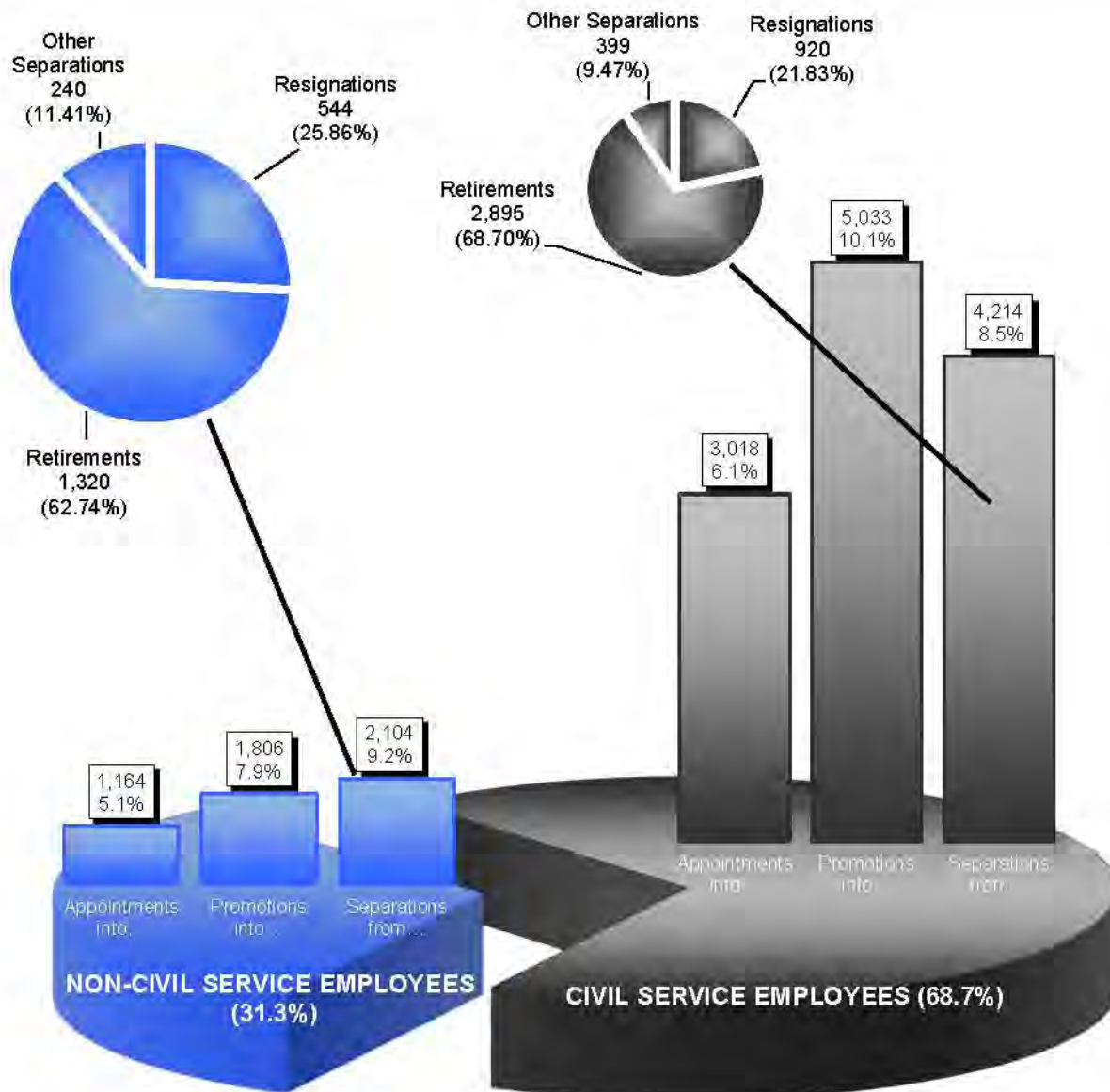


NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough.

COMMENTS: Over the previous two fiscal years the largest number of separations occurred in June 2015 (847) and was primarily due to retirements. The smallest number of retirements occurred in November 2014 (212). The largest number of appointments occurred in June 2015 (485).

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
July 2015

Appointments, Separations, and Promotions by Civil Service/Non-Civil Service
Fiscal Year 2014-2015
Full-Time Salaried Employees
(GAWFR Table 33)



NOTE: Includes full-time permanent salaried employees. Appointments include employees returned from furlough. Other separations include furloughs, dismissals, and deaths. Civil service percents are taken from the average employment of civil service employees only. Non-civil service percents are taken from the average employment of non-civil service employees only. The numbers and rates of appointments, promotions, and separations were determined by the amount of each type of transaction processed during the year. Percentages found in the pie charts highlighting the breakdown of separations are calculated in relation to the total number of that service type's separations. Percentages found above bar graphs are calculated in relation to the total number of that service type's total number of employees.

COMMENTS: During fiscal year 2014-2015 the appointment and promotion rates for civil service employees were slightly higher than those for non-civil service employees, while the separation rate was slightly lower.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2014-2015
Full-Time Salaried Employees

Appointments by Class Title - Top 25
(GAWFR Table 37)

Class Title	Union	Type Service	Number of Appointments
Income Maintenance Caseworker	PSSU	C	641
Corrections Officer Trainee	PSCOA	C	582
Clerk Typist 2	AFSCME	B	364
Transportation Equipment Operator A	AFSCME	N	211
Registered Nurse	SEIU	C	131
Tax Account Collections Technician	AFSCME	N	62
Police Communications Operator	AFSCME	N	47
Licensed Practical Nurse	AFSCME	C	44
Aide Trainee	AFSCME	C	43
Disability Claims Adjudicator Trainee	PSSU	C	43
Corrections Food Service Instructor	PSCOA	N	40
Revenue Tax Auditor Trainee	AFSCME	C	35
Psychological Services Associate, Corrections	PSSU	C	32
Parole Agent 1	AFSCME	C	31
Environmental Trainee	AFSCME	C	31
Food Service Worker 1	AFSCME	N	30
Engineering Technician	AFSCME	C	26
Diesel and Construction Equipment Mechanic	AFSCME	B	25
Vocational Rehabilitation Counselor Intern	PSSU	C	23
Transportation Construction Inspector	AFSCME	C	22
Maintenance Repairman 2	AFSCME	B	22
Medical Facility Records Examiner	AFSCME	C	21
Legal Assistant 1	AFSCME	B	20
Youth Development Aide	AFSCME	C	20
Administrative Officer 1	MGMT	B	20
Clerk 2	AFSCME	B	20

NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon duties.

COMMENTS: Appointments to the Income Maintenance Caseworker class account for 15.3 percent of the appointments into salaried positions processed in fiscal year 2014-2015. Of these 26 class titles with the most appointments, 9 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Overall Complement
Fiscal Year 2014-2015

Separations by Class Title - Top 25
Full-Time Salaried Employees
(GAWFR Table 38)

Class Title	Union	Type Service	Number of Separations
Income Maintenance Caseworker	PSSU	C	398
Corrections Officer 1	PSCOA	C	332
Clerk Typist 2	AFSCME	B	232
Transportation Equipment Operator B	AFSCME	N	211
Transportation Equipment Operator A	AFSCME	N	175
Residential Services Aide, MR	AFSCME	C	169
Registered Nurse	SEIU	C	134
Liquor Store Clerk 1	UFCW	C	117
Clerk Typist 3	AFSCME	B	114
State Police Trooper	PSTA	N	104
Licensed Practical Nurse	AFSCME	C	102
Nurse Aide	AFSCME	N	86
Corrections Officer Trainee	PSCOA	C	84
Clerk 2	AFSCME	B	79
Psychiatric Aide	AFSCME	C	76
Maintenance Repairman 2	AFSCME	B	57
Custodial Worker 1	AFSCME	N	57
Income Maintenance Casework Supervisor	PSSU	C	56
Food Service Worker 1	AFSCME	N	56
State Police Corporal	PSTA	N	55
Corrections Officer 2	PSCOA	C	54
Administrative Assistant 1	AFSCME	B	52
Clerk 3	AFSCME	B	48
Youth Development Aide	AFSCME	C	48
Highway Foreman 2	AFSCME	N	44

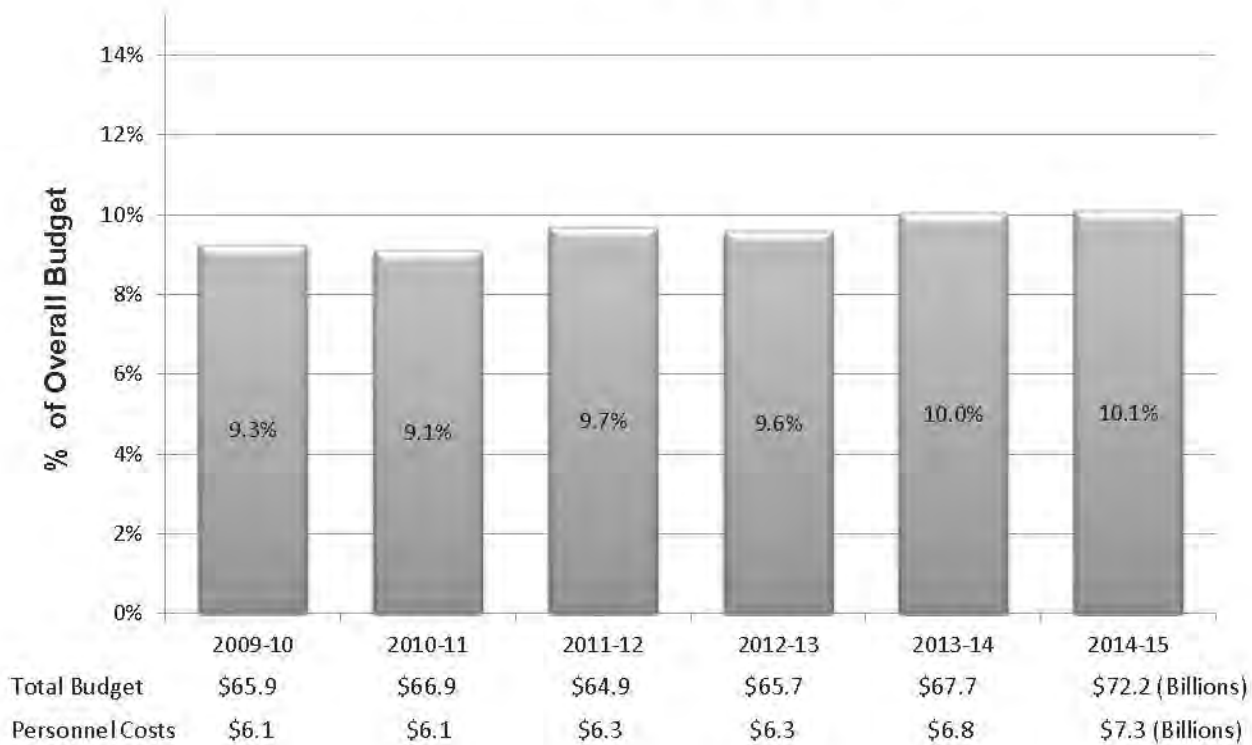
NOTE: Includes all full-time permanent salaried employees. "C" indicates that positions in this class are civil service-covered, while "N" indicates that the class is non-civil service. "B" indicates that positions in this class may be either civil service or non-civil service depending upon the duties.

COMMENTS: The Income Maintenance Caseworker class title had the most separations processed, 6.3 percent of the total in the top 25 category in fiscal year 2014-2015. Of the current 25 titles with the most separations, 23 are also among the 25 most populous class titles.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel Costs (% of Budget)
Fiscal Years 2009-2010 to 2014-2015

Personnel Costs as a Percentage of Budget
(GAWFR Table 7)

Personnel Costs (% of Budget)



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access

NOTE: The proposed budget consists of planned expenditures as documented on page B5 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to state budget this year increased 0.1% from last year.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Personnel and Benefit Costs
Since Fiscal Year 2000-2001

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)*

Fiscal Year	Payroll Average Total Salary	Benefits Total Average Benefits Costs	Benefits as a Percent of Average Total Salary
2000-01	\$40,082	\$12,732	31.8%
2001-02	\$41,405	\$13,111	31.7%
2002-03	\$43,112	\$13,328	30.9%
2003-04	\$42,749	\$16,307	38.1%
2004-05	\$42,504	\$17,739	41.7%
2005-06	\$43,553	\$19,353	44.5%
2006-07	\$45,286	\$20,927	46.2%
2007-08	\$46,113	\$21,677	47.0%
2008-09	\$47,821	\$22,657	47.4%
2009-10	\$49,082	\$24,912	50.8%
2010-11	\$50,598	\$25,228	49.9%
2011-12	\$50,229	\$26,276	52.3%
2012-13	\$51,439	\$29,499	57.4%
2013-14	\$51,432	\$33,590	65.3%
2014-15	\$53,924	\$38,829	72.0%

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$12,732 per employee in 2000-2001 to \$38,829 per employee in 2014-2015, an increase of \$26,097. Benefits as a percent of salary increased from 31.8 percent in 2000-2001 to 72.0 percent in 2014-2015, a change of 40.2 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (1 of 2)
Fiscal Years 2000-2001 to 2014-2015

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40)*

Percentages

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2000-01	38.73%	23.77%	0.86%	4.37%	24.08%	0.00%	6.61%	1.57%		\$12,732	\$40,082	31.8%
2001-02	37.60%	26.86%	0.84%	1.71%	24.16%	0.00%	7.26%	1.58%		\$13,111	\$41,405	31.7%
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%		\$13,328	\$43,112	30.9%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%		\$16,307	\$42,749	38.1%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%		\$17,739	\$42,504	41.7%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%		\$19,353	\$43,553	44.5%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%		\$20,927	\$45,286	46.20%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%		\$21,677	\$46,113	47.0%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%		\$22,657	\$47,821	47.4%
2009-10	41.88%	25.12%	0.45%	7.88%	15.07%	3.75%	4.63%	1.22%		\$24,912	\$49,082	50.8%
2010-11	42.54%	23.10%	0.44%	10.03%	15.34%	2.81%	4.71%	1.02%		\$25,228	\$50,598	49.9%
2011-12	37.22%	23.82%	0.46%	15.29%	14.62%	3.06%	4.59%	0.86%	0.08%	\$26,277	\$50,229	52.3%
2012-13	34.48%	23.43%	0.41%	20.16%	13.34%	2.79%	4.53%	0.78%	0.08%	\$29,499	\$51,439	57.4%
2013-14	32.67%	23.45%	0.35%	24.54%	11.87%	2.64%	3.73%	0.70%	0.06%	\$33,972	\$52,655	64.4%
2014-15	30.56%	22.43%	0.30%	27.97%	10.62%	2.57%	4.86%	0.63%	0.05%	\$38,829	\$53,924	72.0%

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Benefit Costs per Employee (2 of 2)
Fiscal Years 2000-2001 to 2014-2015

*Historical Average Per Employee State Paid Benefit Costs
(GAWFR Table 40 - continued)*

Dollars

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	State Employee Assistance Program	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
2000-01	\$4,931	\$3,026	\$110	\$557	\$3,066	\$0	\$842	\$200		\$12,732	\$40,082	31.8%
2001-02	\$4,930	\$3,521	\$110	\$224	\$3,167	\$0	\$952	\$207		\$13,111	\$41,405	31.7%
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216		\$13,328	\$43,112	30.9%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214		\$16,307	\$42,749	38.1%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213		\$17,739	\$42,504	41.7%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218		\$19,353	\$43,553	44.5%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226		\$20,927	\$45,286	46.2%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231		\$21,677	\$46,113	47.0%
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143		\$22,657	\$47,821	47.4%
2009-10	\$10,432	\$6,259	\$112	\$1,963	\$3,755	\$933	\$1,153	\$304		\$24,912	\$49,082	50.8%
2010-11	\$10,732	\$5,827	\$112	\$2,530	\$3,871	\$708	\$1,189	\$258		\$25,228	\$50,598	49.9%
2011-12	\$9,780	\$6,259	\$122	\$4,018	\$3,842	\$804	\$1,205	\$226	\$20	\$26,277	\$50,229	52.3%
2012-13	\$10,171	\$6,911	\$122	\$5,948	\$3,935	\$823	\$1,337	\$231	\$20	\$29,499	\$51,439	57.4%
2013-14	\$11,084	\$7,954	\$118	\$8,327	\$4,028	\$895	\$1,264	\$237	\$20	\$33,927	\$52,655	64.4%
2014-15	\$11,866	\$8,711	\$118	\$10,861	\$4,125	\$998	\$1,887	\$243	\$20	\$38,829	\$53,924	72.0%

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employees Health Program and Retired Employees Health Program costs are based on agency contributions to the programs. The percents shown may not total 100% due to rounding.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Salary by Agency
July 2015

Agency Comparison of Average Salary
(GAWFR Table 39)

Agency	Average Salary
Aging	\$64,170
Agriculture	\$54,018
Banking and Securities	\$62,343
Civil Service Commission	\$57,916
Community and Economic Development	\$66,801
Conservation and Natural Resources	\$51,609
Corrections	\$57,739
Drug and Alcohol Programs	\$60,284
Education	\$64,076
Emergency Management Agency	\$56,139
Environmental Protection	\$61,369
Executive Offices	\$63,217
Fish and Boat Commission	\$51,066
Game Commission	\$51,344
General Services	\$49,843
Health	\$60,688
Historical and Museum Commission	\$57,352
Human Services	\$47,606
Insurance	\$65,304
Labor and Industry	\$51,678
Liquor Control Board	\$42,314
Military and Veterans Affairs	\$43,920
Milk Marketing Board	\$56,243
Municipal Retirement System	\$55,954
Probation and Parole Board	\$58,309
Public School Employees' Retirement System	\$67,991
Public Utility Commission	\$68,957
Revenue	\$52,967
State	\$53,742
State Employees' Retirement System	\$64,082
State Police	\$74,725
Transportation	\$46,566
COMMONWEALTH AVERAGE	\$53,897

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: As of July 2015, the highest average salary was in Pennsylvania State Police and the lowest was in the Liquor Control Board.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Average Compensation by Union
July 2015

Comparison of Average Annual Compensation by Union
Fiscal Year 2014-2015
(GAWFR Table 23)

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$42,784*	\$33,996*	\$76,780*	\$2,613*
-Clerical, Administrative, and Fiscal units	\$37,343	\$32,208	\$69,551	\$572
-Maintenance and Trades units	\$39,151	\$32,867	\$72,018	\$5,521
-Human Services units	\$37,265	\$32,243	\$69,508	\$3,417
-Other AFSCME units	\$53,592	\$37,492	\$91,084	\$1,614
<i>*Average for all employees in the four categories</i>				
ALES (liquor enforcement officers)	\$68,453	\$46,207	\$114,660	\$1,499
CBA (PUC attorneys)	\$83,549	\$47,410	\$130,959	\$0
CIVEA (corrections education teachers)	\$65,245	\$39,012	\$104,257	\$439
FOP (Capitol Police)	\$54,650	\$35,365	\$90,015	\$5,069
FOP (waterways conservation officers)	\$54,841	\$41,138	\$95,979	\$5,406
FOP (wildlife conservation officers)	\$54,903	\$38,313	\$93,216	\$6,592
FOSCEP (educational and cultural)	\$64,576	\$41,863	\$106,439	\$259
ISSU (liquor store managers)	\$46,960	\$36,241	\$83,201	\$1,659
OPEIU (nurse supervisors)	\$83,452	\$49,009	\$132,461	\$5,267
PDA (physicians)	\$127,743	\$63,074	\$190,817	\$23,094
PLEA (liquor enforcement officers)	\$50,810	\$38,538	\$89,348	\$990
PSCOA (corrections officers)	\$55,730	\$40,622	\$96,352	\$10,305
PSEA (non-tenured teachers)	\$66,850	\$42,530	\$109,380	\$0
PSRA (state park rangers)	\$52,799	\$40,027	\$92,826	\$2,591
PSTA (State Police)	\$85,139	\$73,316	\$158,455	\$7,117
SEIU Healthcare PA (nurses, non-supervisory)	\$69,240	\$43,398	\$112,638	\$5,861
SEIU Local 668 (social workers)	\$49,460	\$36,606	\$86,066	\$445
SEIU Local 668 (unemployment compensation referees)	\$72,890	\$44,749	\$117,639	\$301
UFCW (liquor store clerks)	\$31,426	\$31,250	\$62,676	\$1,521
UGSOA (security officers)	\$36,575	\$32,345	\$68,920	\$3,785
Non-Union Employees	\$67,066	\$42,904	\$109,970	\$1,737
Management Employees	\$70,689	\$44,068	\$114,757	\$901
COMMONWEALTH AVERAGE	\$53,924	\$38,828	\$92,752	\$3,407

SOURCE: Bureau of Employee Benefits and Services and Bureau of Classification and Pay, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

COMMENTS: The highest paid group of employees are those represented by the PDA physicians, earning an average of \$190,817 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$62,676 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$31,250 for UFCW liquor store clerks to \$73,316 for PSTA.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2015**

*Overtime Costs by Agency
Fiscal Years 2010-2011 to 2014-2015
(GAWFR Tables 42a and 42b)*

a. Average Overtime Expenditure Per Employee					
AGENCY	2010-11	2011-12	2012-13	2013-14	2014-15
Corrections	\$3,171	\$3,921	\$4,701	\$5,371	\$7,174
State Police	\$4,528	\$4,729	\$4,255	\$4,160	\$5,180
Transportation	\$3,622	\$3,591	\$4,011	\$4,465	\$4,945
Emergency Management Agency	\$1,866	\$6,624	\$3,753	\$3,848	\$2,907
Game Commission	\$1,631	\$1,742	\$2,035	\$2,565	\$2,809
Probation and Parole Board	\$977	\$1,480	\$2,030	\$2,623	\$2,521
Human Services	\$1,582	\$1,910	\$1,680	\$1,921	\$2,149
Fish and Boat Commission	\$1,836	\$1,735	\$1,739	\$1,743	\$1,853
Conservation and Natural Resources	\$690	\$1,549	\$1,900	\$1,634	\$1,820
Military and Veterans Affairs	\$2,162	\$1,902	\$1,636	\$1,453	\$1,507
Liquor Control Board	\$2,087	\$1,978	\$1,455	\$1,377	\$1,303
Agriculture	\$739	\$1,064	\$1,103	\$1,379	\$1,229
Infrastructure Investment Authority	\$1,024	\$1,913	\$1,855	\$1,512	\$1,176
General Services	\$1,074	\$1,152	\$1,352	\$1,189	\$1,151
Public School Employees' Retirement System	\$1,719	\$2,204	\$1,586	\$1,402	\$1,067
Public Utility Commission	\$524	\$374	\$438	\$651	\$780
Insurance	\$64	\$260	\$34	\$46	\$770
Historical and Museum Commission	\$213	\$463	\$460	\$491	\$652
Labor and Industry	\$1,427	\$1,551	\$575	\$639	\$520
All Other Agencies	\$161	\$226	\$206	\$183	\$195
COMMONWEALTH AVERAGE	\$2,230	\$2,514	\$2,572	\$2,847	\$3,407

b. Total Overtime Expenditure Per Agency					
AGENCY	2010-11	2011-12	2012-13	2013-14	2014-15
Corrections	\$48,846,498	\$59,496,297	\$70,318,988	\$79,820,173	\$104,551,810
Transportation	\$41,168,255	\$41,037,030	\$45,993,410	\$51,215,022	\$56,059,833
Human Services	\$26,401,847	\$30,452,998	\$26,096,692	\$29,825,385	\$33,828,416
State Police	\$27,076,969	\$28,006,639	\$25,210,447	\$25,184,377	\$32,353,670
Liquor Control Board	\$6,374,562	\$6,006,181	\$4,447,343	\$4,174,976	\$3,971,504
Military and Veterans Affairs	\$4,973,586	\$4,314,130	\$3,552,361	\$3,193,100	\$3,322,644
Probation and Parole Board	\$1,040,241	\$1,602,711	\$2,324,242	\$3,042,638	\$2,967,211
Conservation and Natural Resources	\$882,812	\$2,007,464	\$2,466,619	\$2,162,762	\$2,444,516
Labor and Industry	\$7,552,056	\$8,036,527	\$2,914,650	\$3,035,686	\$2,435,889
Game Commission	\$1,127,223	\$1,243,446	\$1,473,181	\$1,887,691	\$2,058,957
General Services	\$1,147,695	\$1,140,421	\$1,274,472	\$1,103,101	\$1,040,472
Agriculture	\$448,455	\$640,469	\$667,122	\$817,882	\$731,017
Fish and Boat Commission	\$745,290	\$700,849	\$681,599	\$676,163	\$702,421
Emergency Management Agency	\$276,095	\$1,033,395	\$615,555	\$665,765	\$537,768
Public Utility Commission	\$249,028	\$173,444	\$202,283	\$301,906	\$353,329
Public School Employees' Retirement System	\$498,493	\$639,151	\$471,018	\$405,298	\$302,934
Insurance	\$18,244	\$70,713	\$8,569	\$11,552	\$185,636
Historical and Museum Commission	\$42,258	\$94,844	\$90,133	\$97,620	\$134,974
Infrastructure Investment Authority	\$27,661	\$51,656	\$48,240	\$42,336	\$32,925
All Other Agencies	\$1,582,231	\$2,186,406	\$1,949,281	\$1,665,035	\$1,743,505
COMMONWEALTH TOTAL	\$170,479,499	\$188,934,771	\$190,806,205	\$209,328,468	\$249,759,431

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2014-2015 in overtime.

COMMENTS: Total overtime costs in fiscal year 2014-15 increased by 19.3% from the previous year. On a per employee basis the Corrections had the highest average overtime expenditures as well as the highest total overtime expenditure per agency.

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
Fiscal Year 2014-2015

Average Paid Leave Days and Costs Usage Per Employee by Union
(GAWFR Table 24)

Union	Annual Leave Usage		Sick Leave Usage		Total Paid Leave Usage (Annual, Sick, Other Paid Leaves and Holidays)	
	Days	Costs	Days	Costs	Days	Costs
AFSCME (Master Agreement/Memorandum)	14.2*	\$2,440*	9.8*	\$1,623*	41.5*	\$6,872*
-Clerical, Administrative, and Fiscal units	14.8	\$2,442	10.1	\$1,599	41.0	\$6,564
- Maintenance and Trades units	14.3	\$2,256	10.1	\$1,568	41.7	\$6,399
- Human Services units	12.9	\$1,907	10.2	\$1,459	43.7	\$6,160
*Average for all employees in the three categories						
PSCOA (corrections officers)**	22.6	\$4,953	5.0	\$1,181	50.6	\$10,960
SEIU Local 668 (social workers)	14.4	\$2,862	10.4	\$2,011	42.7	\$8,278
PSTA (state police)	15.6	\$5,395	3.6	\$1,182	37.0	\$12,516
SEIU Healthcare PA (nurses, non-supervisory)	14.1	\$3,850	10.2	\$2,737	46.4	\$12,201
UFCW (liquor store clerks)	12.7	\$1,658	8.2	\$1,036	34.5	\$4,374
ISSU (liquor store managers)	15.5	\$2,867	7.4	\$1,352	36.4	\$6,681
CIVEA (corrections education teachers)	13.5	\$3,002	9.8	\$2,158	42.7	\$9,263
FOSCEP (educational and cultural)	13.6	\$3,422	8.5	\$2,085	38.4	\$9,430
OPEIU (nurses, supervisory)	17.6	\$5,741	10.3	\$3,349	48.4	\$15,603
UGSOA (security officers)	13.3	\$1,956	9.2	\$1,323	36.4	\$5,208
PDA (physicians)	15.8	\$7,764	9.8	\$4,779	45.7	\$22,331
FOP (wildlife conservation officers)	15.2	\$3,237	5.7	\$1,210	34.5	\$7,267
FOP (capitol police officers)	13.8	\$3,128	10.3	\$2,243	45.4	\$9,942
PLEA (liquor enforcement officers)	13.0	\$2,621	8.5	\$1,682	40.5	\$7,991
Non-Union Employees	17.7	\$4,480	8.7	\$2,159	43.0	\$10,716
Management Employees	15.8	\$4,392	9.2	\$2,446	41.7	\$11,308
COMMONWEALTH AVERAGE	15.7	\$3,388	8.6	\$1,740	42.3	\$8,792

SOURCE/NOTE: SAP Wage type report of payments made and Business Warehouse. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees. Unions representing fewer than 100 employees are not listed. "Other Paid Leaves" include personal, work-related disability, compensatory, administrative, civil, military, educational, and stress leave. Holidays include 11 holidays except for liquor store clerks, liquor store managers, security officers, game conservation officers, nurses, and physicians (10 holidays) and state police (12 holidays). Data includes both rank-and-file and supervisory staff unless otherwise noted.

**This bargaining unit has combined leave, and only sick leave use of more than five consecutive days is recorded as sick leave.

COMMENTS: Lowest average sick leave use was noted in the PSTA (state police) at 3.6 days per employee. Highest average sick leave use was noted in the SEIU Local 668 (social workers) at 10.4 days per employee. The lowest average annual leave use was noted in UFCW (liquor store clerks) at 12.7 days per employee. The highest average annual leave use, excluding PSCOA (corrections officers), was noted for Non-Union Employees at 17.7 days per employee.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2015**

*Overtime Hours by Agency
5-Year Comparison
Fiscal Years 2010-2011 to 2014-2015
(GAWFR Tables 41a and 41b)*

a. Average Overtime Hours Per Employee						
AGENCY	2010-11	2011-12	2012-13	2013-14	2014-15	2014-15 Rank
Corrections	105	128	142	157	195	1
Transportation	128	130	144	156	167	2
State Police	94	95	87	82	98	3
Game Commission	54	60	69	83	90	4
Emergency Management Agency	56	193	114	114	83	5
Military and Veterans Affairs	97	91	82	77	78	6
Human Services	61	71	64	70	76	7
Conservation and Natural Resources	26	59	71	62	67	8
Fish and Boat Commission	67	69	69	64	66	9
Probation and Parole Board	28	40	53	67	63	10
Liquor Control Board	82	85	62	59	56	11
Agriculture	26	44	45	54	46	12
General Services	35	38	43	40	37	13
Infrastructure Investment Authority	34	63	60	49	36	14
Public School Employees' Retirement System	52	69	51	46	33	15
Public Utility Commission	16	11	13	20	23	16
Historical and Museum Commission	7	18	18	19	23	16
Insurance	2	8	1	1	18	18
Labor and Industry	47	56	20	23	16	19
All Other Agencies	6	8	8	7	8	
COMMONWEALTH AVERAGE	74	84	83	90	101	

b. Total Overtime Hours Per Agency						
AGENCY	2010-11	2011-12	2012-13	2013-14	2014-15	
Corrections	1,623,657	1,940,040	2,129,860	2,337,197	2,844,011	
Transportation	1,459,042	1,488,394	1,656,112	1,784,239	1,898,098	
Human Services	1,014,986	1,135,825	987,394	1,092,078	1,198,482	
State Police	562,773	560,882	513,459	494,789	609,623	
Military and Veterans Affairs	223,842	206,366	178,995	169,979	172,141	
Liquor Control Board	251,443	257,132	190,295	177,574	170,113	
Conservation and Natural Resources	33,834	76,784	92,702	82,092	90,649	
Labor and Industry	247,992	292,614	103,593	109,723	74,111	
Probation and Parole Board	29,692	43,462	61,058	77,727	73,767	
Game Commission	37,193	43,137	49,902	61,259	65,710	
General Services	37,419	37,544	40,696	36,928	33,839	
Agriculture	16,043	26,311	27,000	31,858	27,430	
Fish and Boat Commission	27,318	27,914	27,151	24,752	24,984	
Emergency Management Agency	8,270	30,134	18,655	19,771	15,396	
Public Utility Commission	7,688	5,080	6,010	9,169	10,452	
Public School Employees' Retirement System	15,151	19,924	15,196	13,358	9,409	
Historical and Museum Commission	1,390	3,736	3,598	3,701	4,665	
Insurance	475	2,058	268	329	4,221	
Infrastructure Investment Authority	920	1,689	1,550	1,377	1,018	
All Other Agencies	61,737	80,609	77,829	67,911	67,119	
COMMONWEALTH TOTAL	5,660,865	6,279,635	6,181,323	6,595,811	7,395,238	

SOURCE/NOTE: Office of Administration, Salary and Time Administration Division. Averages are based on full-time permanent salaried and wage employees. Agencies listed are those using more than an average of \$500 per employee in fiscal year 2014-2015 in overtime.

COMMENTS: Total overtime hours increased by 12.1% from the previous year. The Department of Corrections utilized the most overtime hours in fiscal year 2014-2015, a 21.7% increase from 2013-2014.

**STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2015**

*Average Sick Leave Use and Costs Per Employee by Agency
Fiscal Years 2010-2011 to 2014-2015
(GAWFR Table 43)*

Agency	Sick Leave Days					Sick Leave Costs				
	10-11	11-12	12-13	13-14	14-15	10-11	11-12	12-13	13-14	14-15
Aging	9.3	11.3	10.4	9.9	10.1	\$2,122	\$2,740	\$2,296	\$2,375	\$2,501
Agriculture	9.9	8.8	9.3	9.3	8.4	\$1,743	\$1,552	\$1,712	\$1,723	\$1,630
Banking & Securities	10.5	9.5	9.3	9.0	9.1	\$2,206	\$2,086	\$2,078	\$2,098	\$2,153
Civil Service Commission	11.2	10.2	11.4	10.5	10.8	\$2,187	\$1,987	\$2,258	\$2,163	\$2,493
Community and Economic Development	8.9	8.5	9.3	8.9	8.9	\$1,976	\$1,858	\$2,048	\$1,945	\$2,078
Conservation and Natural Resources	9.5	8.4	8.6	8.6	8.9	\$1,727	\$1,540	\$1,578	\$1,583	\$1,728
Corrections*	6.8	6.5	6.8	7.2	6.9	\$1,455	\$1,390	\$1,510	\$1,655	\$1,628
Drug and Alcohol Programs	-	-	9.9	11.0	9.0	-	-	\$2,073	\$2,389	\$1,987
Education	10.1	10.3	9.7	9.6	9.5	\$2,256	\$2,253	\$2,173	\$2,389	\$2,265
Emergency Management Agency	8.6	8.3	7.5	9.6	7.3	\$1,730	\$1,675	\$1,520	\$2,178	\$1,528
Environmental Protection	9.9	8.9	9.1	8.3	8.8	\$2,171	\$1,945	\$2,020	\$1,652	\$2,060
Executive Offices	10.0	9.0	9.7	9.0	9.2	\$2,126	\$1,927	\$2,084	\$2,021	\$2,136
Fish and Boat Commission	7.4	8.1	7.6	8.9	9.0	\$1,311	\$1,427	\$1,348	\$1,971	\$1,763
Game Commission	7.6	7.1	8.1	7.0	7.2	\$1,390	\$1,302	\$1,501	\$1,292	\$1,392
General Services	11.0	10.8	9.8	7.6	9.8	\$1,953	\$1,900	\$1,753	\$1,436	\$1,853
Health	10.7	9.9	10.0	9.6	9.2	\$2,293	\$2,094	\$2,142	\$1,747	\$2,134
Historical and Museum Commission	9.2	8.7	8.9	9.8	8.0	\$1,739	\$1,656	\$1,751	\$2,222	\$1,528
Human Services	11.5	10.7	10.5	9.5	10.2	\$2,040	\$1,864	\$1,857	\$2,303	\$1,879
Insurance	9.5	9.1	9.0	8.4	9.3	\$2,122	\$2,005	\$2,098	\$1,734	\$2,154
Labor and Industry	10.7	10.2	10.3	9.3	9.9	\$1,979	\$1,859	\$1,889	\$2,140	\$1,947
Liquor Control Board	9.5	9.4	9.3	10.2	8.0	\$1,473	\$1,455	\$1,462	\$1,908	\$1,319
Military and Veterans Affairs	10.9	11.0	10.6	8.8	9.4	\$1,694	\$1,686	\$1,684	\$1,437	\$1,527
Milk Marketing Board	10.2	7.4	8.1	9.5	8.8	\$2,196	\$1,623	\$1,742	\$1,514	\$2,047
Municipal Retirement System	11.2	10.8	10.4	11.4	7.8	\$2,109	\$1,935	\$1,797	\$2,417	\$1,509
Probation and Parole Board	9.8	8.4	9.0	11.0	8.9	\$2,060	\$1,755	\$1,867	\$1,977	\$1,995
Public School Employees' Retirement System	10.4	9.7	9.1	8.6	8.9	\$2,185	\$2,073	\$2,034	\$1,852	\$2,243
Public Utility Commission	11.0	9.4	9.4	9.5	8.8	\$2,650	\$2,243	\$2,198	\$2,340	\$2,260
Revenue	11.1	10.2	10.1	10.2	9.8	\$2,075	\$1,895	\$1,888	\$1,827	\$1,998
State	9.7	10.4	10.0	10.1	9.8	\$1,807	\$1,999	\$1,946	\$2,005	\$2,023
State Employees' Retirement System	8.4	8.1	8.0	8.2	8.3	\$1,767	\$1,611	\$1,663	\$1,900	\$1,909
State Police	5.7	5.1	5.0	5.1	4.8	\$1,410	\$1,299	\$1,278	\$1,301	\$1,248
Transportation	10.5	9.5	9.4	9.5	9.4	\$1,719	\$1,553	\$1,564	\$1,600	\$1,663
COMMONWEALTH AVERAGE	9.5	8.8	8.8	8.7	8.6	\$1,758	\$1,658	\$1,687	\$1,707	\$1,740

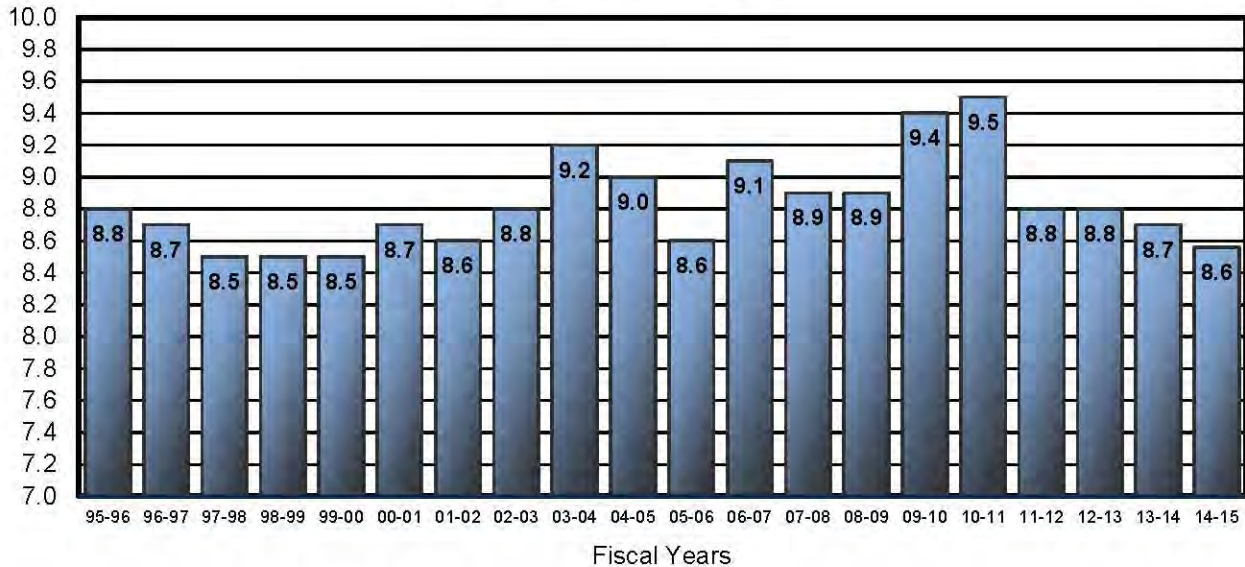
SOURCE/NOTE: SAP Wage Type reports of payments made and SAP Business Warehouse Reporting System. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees only. Sick leave includes paid leave for personal and family illness, bereavement, work-related injury, and long-term illness for corrections officers. Most union covered employees earn 11 sick days per leave calendar year. *Department of Corrections has a combined leave program for corrections officers whereby only sick leave use of more than five consecutive days is recorded as sick leave. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities.

COMMENTS: The average sick leave use for the Commonwealth decreased from the prior year. The lowest sick leave use during fiscal year 2014-2015 occurred in State Police (4.8 days); the highest usage occurred in the Civil Service Commission (10.8 days).

STATE GOVERNMENT WORKFORCE STATISTICS - Financial
July 2015

Historical Average Sick Leave Use
Fiscal Year 1995-1996 to Fiscal Year 2014-2015
(GAWFR Table 44)

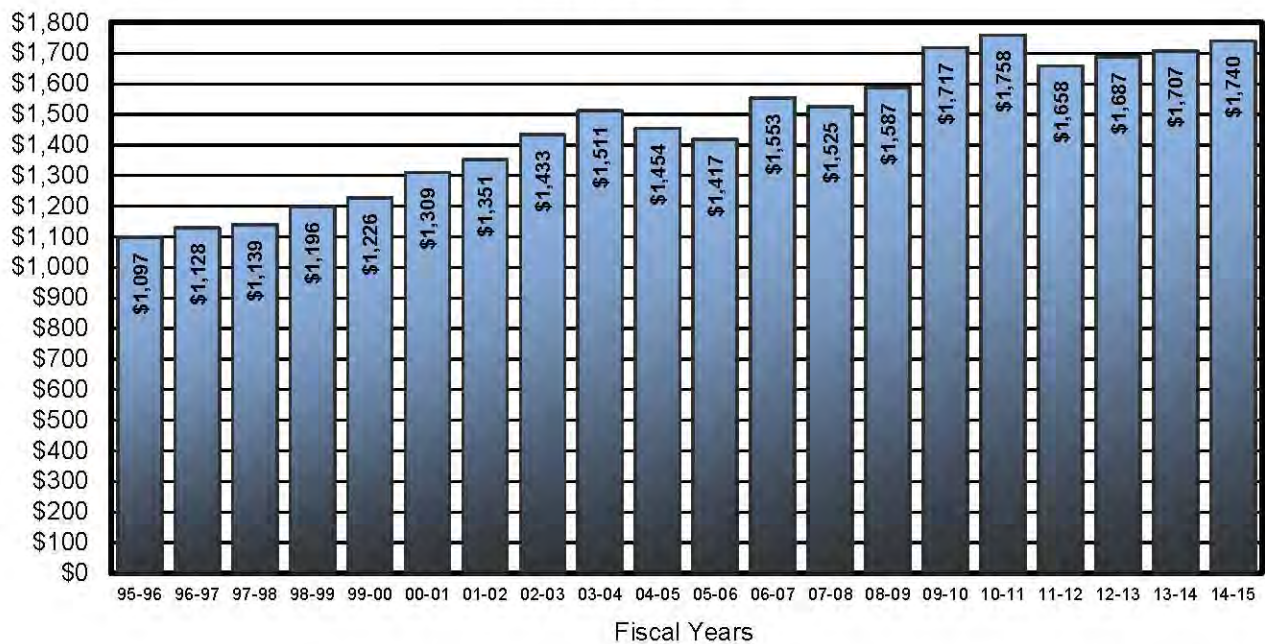
DAYS PER EMPLOYEE



SOURCE/NOTE: SAP Wage type report of payments made. Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time and part-time employees. Effective the beginning of the 2012 leave calendar year, the number of sick days employees are eligible to earn was reduced from 13 days to 11 days for most unions.

COMMENTS: Average sick leave usage in fiscal year 2014-2015 decreased from the prior year.

COST PER EMPLOYEE



SOURCE/NOTE: Same as above. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use divided by the average hours in a day.

COMMENTS: The average sick leave cost per employee in fiscal year 2014-2015 increased from the prior year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Employment by Agency
July 2015

Civil Service/Non-Civil Service Filled Salaried Positions by Agency
(GAWFR Table 8)

Agency	Civil Service		Non-Civil Service		Totals
	Number	Percent	Number	Percent	
Aging	76	80.0%	19	20.0%	95
Agriculture	270	48.9%	282	51.1%	552
Banking and Securities	170	85.4%	29	14.6%	199
Civil Service Commission	92	93.9%	6	6.1%	98
Community and Economic Development	27	9.6%	255	90.4%	282
Conservation and Natural Resources	1,301	98.0%	27	2.0%	1,328
Corrections	12,222	82.1%	2,661	17.9%	14,883
Drug and Alcohol Programs	56	87.5%	8	12.5%	64
Education	402	89.9%	45	10.1%	447
Emergency Management Agency	168	92.3%	14	7.7%	182
Environmental Protection	2,299	94.4%	137	5.6%	2,436
Executive Offices	763	59.5%	840	40.5%	1,603
Fish and Boat Commission	252	69.4%	111	30.6%	363
Game Commission	366	53.8%	314	46.2%	680
General Services	252	28.2%	643	71.8%	895
Health	1,040	95.2%	53	4.8%	1,093
Historical and Museum Commission	77	39.9%	116	60.1%	193
Human Services	15,070	95.9%	652	4.1%	15,722
Insurance	205	85.8%	34	14.2%	239
Labor and Industry	4,090	90.1%	449	9.9%	4,539
Liquor Control Board	2,997	98.2%	54	1.8%	3,051
Military and Veterans Affairs	544	26.0%	1,547	74.0%	2,091
Milk Marketing Board	12	52.2%	11	47.8%	23
Municipal Retirement System	25	89.3%	3	10.7%	28
Probation and Parole Board	1,147	96.4%	43	3.6%	1,190
Public School Employees' Retirement System	234	83.0%	48	17.0%	282
Public Utility Commission	365	79.2%	96	20.8%	461
Revenue	499	26.5%	1,387	73.5%	1,886
State	289	61.8%	179	38.2%	468
State Employees' Retirement System	140	80.9%	33	19.1%	173
State Police	351	5.8%	5,709	94.2%	6,060
Transportation	4,122	36.7%	7,102	63.3%	11,224
COMMONWEALTH TOTAL	49,923	68.5%	22,907	31.5%	72,830

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: The percentage of civil service positions decreased by .1% from the previous year and non-civil service positions remained consistent with the previous year. The Departments of Human Services, Corrections, and Labor and Industry employ nearly two-thirds of all civil service workers. The Department of Transportation and State Police employ over half of all non-civil service workers.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Hires and Separations
Fiscal Year 2014 - 2015

Hires and Separations
(GAWFR Table - None)

Agency	Separations	Hires	Net Change
Aging	8	7	-1
Agriculture	56	40	-16
Banking and Securities	14	12	-2
Civil Service Commission	10	3	-7
Community and Economic Development	45	36	-9
Conservation and Natural Resources	88	24	-64
Corrections	960	980	20
Drug and Alcohol Programs	8	7	-1
Education	43	32	-11
Emergency Management Agency	13	15	2
Environmental Protection	207	144	-63
Executive Offices	198	141	-57
Fish and Boat Commission	30	4	-26
Game Commission	50	12	-38
General Services	72	38	-34
Health	129	76	-53
Historical and Museum Commission	11	3	-8
Human Services	1,665	1,334	-331
Insurance	33	17	-16
Labor and Industry	461	254	-207
Liquor Control Board	279	31	-248
Military and Veterans Affairs	275	92	-183
Milk Marketing Board	2	0	-2
Municipal Retirement System	6	2	-4
Probation and Parole Board	85	47	-38
Public School Employees' Retirement System	20	6	-14
Public Utility Commission	40	9	-31
Revenue	185	179	-6
State	59	58	-1
State Employees' Retirement System	20	5	-15
State Police	308	96	-212
Transportation	938	478	-460
COMMONWEALTH TOTALS	6,318	4,182	-2,136

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The "Hires" column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication, but excludes returns from furlough. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2014-2015, since these employees are hired in wage positions and then upon promotion become salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: This fiscal year 6,318 employees separated and 4,182 were hired for a net decrease of 2,136 employees as compared to a net decrease of 2,075 employees for the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Separation Trends
Fiscal Years 1999-2000 to 2014-2015

Historical Trend of Commonwealth Separations
(GAWFR Table 28)

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
1999-2000	Number	2,401	1,460	250	519	4,630
	Rate	3.0%	1.9%	0.3%	0.7%	5.9%
2000-2001	Number	1,935	1,393	30	555	3,913
	Rate	2.4%	1.8%	0.0%	0.7%	4.9%
2001-2002	Number	3,890	1,117	44	583	5,634
	Rate	4.9%	1.4%	0.1%	0.7%	7.1%
2002-2003	Number	4,484	1,201	4	610	6,299
	Rate	5.7%	1.5%	0.0%	0.8%	8.1%
2003-2004	Number	6,153	1,351	5	540	8,049
	Rate	8.1%	1.8%	0.0%	0.7%	10.6%
2004-2005	Number	4,269	1,652	29	584	6,534
	Rate	5.6%	2.2%	0.0%	8.0%	8.5%
2005-2006	Number	2,040	1,714	2	591	4,347
	Rate	3.3%	2.2%	0.0%	0.8%	5.5%
2006-2007	Number	6,581	1,714	0	591	8,886
	Rate	8.6%	2.2%	0.0%	0.8%	11.6%
2007-2008	Number	2,522	1,729	0	628	4,879
	Rate	3.3%	2.2%	0.0%	0.8%	6.3%
2008-2009	Number	2,750	1,286	135	574	4,745
	Rate	3.6%	1.7%	0.2%	0.7%	6.2%
2009-2010	Number	3,274	1,098	349	596	5,317
	Rate	4.3%	1.4%	0.5%	0.7%	7.0%
2010-2011	Number	5,095	1,246	111	573	7,025
	Rate	6.9%	1.7%	0.2%	0.8%	9.5%
2011-2012	Number	2,887	1,224	32	496	4,639
	Rate	3.9%	1.6%	0.0%	0.7%	6.2%
2012-2013	Number	3,815	1,312	228	530	5,885
	Rate	5.3%	1.8%	0.3%	0.7%	8.1%
2013-2014	Number	3,770	1,273	16	532	5,591
	Rate	5.2%	1.8%	0.0%	0.7%	7.7%
2014-2015	Number	4,215	1,464	1	638	6,318
	Rate	5.8%	2.0%	0.0%	0.9%	8.7%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers and temporary or emergency employees. Other separations include dismissals and deaths. Excludes employee reinstatements to the same or other agency.

COMMENTS: The commonwealth's overall separation rate increased slightly compared to the previous fiscal year, primarily due to an increase in the number of retirements, resignations and other separations.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
Leave Usage - Paid
Fiscal Year 2014 - 2015

*Total Paid Leave Days and Cost Per Employee
(GAWFR Table 45)*

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal Avg Days	Personal Avg Cost	Other Avg Days	Other Avg Cost
Commonwealth Average	15.7	\$3,388	10.3	\$2,135	8.6	\$1,740	3.3	\$677	4.4	\$860
Aging	16.1	\$4,028	10.7	\$2,607	9.9	\$2,501	3.5	\$834	0.4	\$88
Agriculture	13.8	\$2,770	10.2	\$2,003	9.3	\$1,630	3.6	\$712	1.5	\$279
Banking and Securities	14.1	\$3,509	10.9	\$2,584	9.0	\$2,153	4.0	\$951	0.3	\$26
Civil Service Commission	15.9	\$3,822	10.9	\$2,475	10.5	\$2,493	3.9	\$876	0.7	\$115
Community and Economic Development	13.8	\$3,459	10.8	\$2,642	8.9	\$2,078	3.5	\$862	0.10	\$11
Conservation and Natural Resources	15.0	\$3,087	10.8	\$2,112	8.6	\$1,728	3.9	\$764	3.0	\$649
Corrections	20.2	\$4,544	9.8	\$2,148	7.0	\$1,628	1.2	\$288	10.6	\$2,275
Drug and Alcohol Programs	12.8	\$2,932	10.9	\$2,451	9.0	\$1,987	3.7	\$820	1.3	\$295
Education	14.3	\$3,558	10.9	\$2,635	9.5	\$2,265	3.8	\$921	0.5	\$111
Emergency Management Agency	12.3	\$2,701	10.7	\$2,271	7.3	\$1,528	3.6	\$772	2.5	\$473
Environmental Protection	16.1	\$4,003	10.9	\$2,553	8.8	\$2,060	3.9	\$912	0.4	\$86
Executive Offices	14.7	\$3,616	10.8	\$2,543	9.2	\$2,136	3.7	\$888	0.5	\$122
Fish and Boat Commission	14.7	\$2,984	10.3	\$1,966	9.0	\$1,763	4.0	\$763	4.7	\$743
Game Commission	14.0	\$2,904	10.2	\$1,951	7.2	\$1,392	3.9	\$764	0.9	\$172
General Services	15.9	\$3,126	10.6	\$2,016	9.8	\$1,853	3.7	\$716	1.1	\$273
Health	14.6	\$3,497	10.6	\$2,465	9.2	\$2,134	3.9	\$915	0.9	\$230
Historical and Museum Commission	14.5	\$3,073	10.8	\$2,210	8.0	\$1,528	3.6	\$742	2.1	\$478
Human Services	14.3	\$2,770	10.2	\$1,865	10.2	\$1,879	3.6	\$673	5.9	\$981
Insurance	14.7	\$3,818	10.7	\$2,633	9.3	\$2,154	3.7	\$920	0.4	\$28
Labor and Industry	15.1	\$3,073	10.8	\$2,118	9.9	\$1,947	3.9	\$760	3.2	\$604
Liquor Control Board	14.0	\$2,446	9.0	\$1,484	8.0	\$1,319	4.5	\$727	0.2	\$33
Military and Veterans Affairs	12.7	\$2,171	9.1	\$1,506	9.4	\$1,527	3.6	\$592	0.9	\$181
Milk Marketing Board	18.3	\$4,281	11.1	\$2,527	8.8	\$2,047	4.1	\$966	3.4	\$586
Municipal Retirement System	12.7	\$2,498	10.0	\$2,018	7.8	\$1,509	3.4	\$683	0.0	\$4
Probation and Parole Board	14.3	\$3,281	10.6	\$2,332	8.9	\$1,995	3.7	\$837	5.3	\$935
Public School Employees' Retirement System	15.9	\$4,431	11.0	\$2,820	8.9	\$2,243	3.9	\$991	0.6	\$137
Public Utility Commission	15.2	\$4,187	10.9	\$2,837	8.8	\$2,260	4.0	\$1,052	1.0	\$156
Revenue	15.0	\$3,205	10.8	\$2,189	9.8	\$1,998	3.8	\$783	0.3	\$49
State	13.4	\$2,889	10.8	\$2,180	9.8	\$2,023	3.6	\$744	2.1	\$498
State Employees' Retirement System	15.8	\$4,046	11.0	\$2,664	8.3	\$1,909	3.6	\$893	0.4	\$96
State Police	14.6	\$4,440	11.0	\$3,194	4.8	\$1,248	3.7	\$1,060	1.9	\$514
Transportation	14.6	\$2,766	10.6	\$1,889	9.4	\$1,663	3.9	\$696	2.1	\$220

SOURCE/NOTE: SAP Wage Types report of payments made and Business Warehouse. Leave usage is calculated for the average full-time equivalent employee and includes permanent employees. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. Most employees earn up to four personal days each leave calendar year. Most union covered employees earn 11 sick days per leave calendar year. Other leaves include compensatory, administrative, civil, military, educational, work-related disability, and stress leave. For corrections officers, bereavement leave was included in the "other" leave category until June 30, 2014, after which all leave used for bereavement leave is deducted from the employee's sick leave account, as it is with all other employees. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities.

COMMENTS: Commonwealth employees used an average of 42.3 days of paid leave, including paid holidays, during fiscal year 2014-2015. This is a decrease from an average of 42.9 days of leave from the previous fiscal year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2015

Filled Salaried and Wage Employees by Agency
July 2014 and 2015
(GAWFR Table 4)

Agency	2014		2015		Difference	
	Salaried	Wage	Salaried	Wage	Salaried	Wage
Aging	94	4	95	4	1	0
Agriculture	545	350	552	356	7	6
Banking and Securities	204	4	199	7	-5	3
Civil Service Commission	107	70	98	71	-9	1
Community and Economic Development	285	23	282	22	-3	-1
Conservation and Natural Resources	1,314	1,055	1,328	1,060	14	5
Corrections	14,770	202	14,883	190	113	-12
Drug and Alcohol Programs	65	1	64	3	-1	2
Education	452	77	447	71	-5	-6
Emergency Management Agency	169	181	182	202	13	21
Environmental Protection	2,472	39	2,436	48	-36	9
Executive Offices	1,662	231	1,603	222	-59	-9
Fish And Boat Commission	376	54	363	51	-13	-3
Game Commission	678	112	680	93	2	-19
General Services	916	21	895	21	-21	0
Health	1,119	149	1,093	143	-26	-6
Historical and Museum Commission	198	23	193	25	-5	2
Human Services	15,517	557	15,722	559	205	2
Insurance	238	17	239	11	1	-6
Labor and Industry	4,625	508	4,539	274	-86	-234
Liquor Control Board	3,022	1,991	3,051	1,964	29	-27
Military and Veterans Affairs	2,097	381	2,091	367	-6	-14
Milk Marketing Board	24	0	23	0	-1	0
Municipal Retirement System	32	0	28	1	-4	1
Probation and Parole Board	1,190	15	1,190	30	0	15
Public School Employees Retirement System	286	7	282	6	-4	-1
Public Utility Commission	467	11	461	14	-6	3
Revenue	1,843	131	1,886	138	43	7
State	473	27	468	30	-5	3
State Employees Retirement System	183	0	173	0	-10	0
State Police	5,854	284	6,060	270	206	-14
Transportation	11,373	314	11,224	345	-149	31
COMMONWEALTH TOTAL	72,650	6,839	72,830	6,598	180	-241

NOTE: Includes full-time and part-time filled salaried and wage positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Data as of July 1 of each year.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2015

Historical Separation Rates by Agency
(GAWFR Table 29)

Agency	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Aging	10.0%	5.6%	12.5%	8.5%	8.4%
Agriculture	12.1%	7.2%	6.8%	7.5%	10.2%
Banking and Securities	8.0%	9.3%	12.7%	12.3%	7.0%
Civil Service Commission	11.8%	5.6%	9.4%	6.5%	10.2%
Community and Economic Development	17.6%	9.4%	12.1%	7.5%	16.1%
Conservation and Natural Resources	7.2%	4.7%	5.2%	5.3%	6.6%
Corrections	6.5%	5.3%	7.2%	8.1%	6.5%
Drug and Alcohol Programs	n/a	0.0%	5.9%	7.7%	12.7%
Education	14.8%	5.1%	10.1%	8.2%	9.6%
Emergency Management Agency	12.0%	7.7%	5.6%	8.3%	7.1%
Environmental Protection	8.8%	5.0%	6.0%	5.4%	8.5%
Executive Offices	12.8%	7.4%	9.8%	9.0%	12.4%
Fish and Boat Commission	8.0%	3.0%	6.9%	5.9%	8.3%
Game Commission	7.4%	4.0%	5.4%	5.6%	7.4%
General Services	11.3%	7.7%	9.4%	6.6%	8.0%
Health	11.9%	7.9%	12.7%	10.3%	11.8%
Historical and Museum Commission	13.0%	4.5%	8.5%	5.3%	5.9%
Human Services	13.9%	7.2%	10.0%	9.0%	10.7%
Insurance	12.1%	6.0%	10.5%	11.3%	13.8%
Labor and Industry	11.4%	6.2%	11.2%	8.4%	10.2%
Liquor Control Board	10.8%	6.9%	8.2%	8.3%	9.1%
Military and Veterans Affairs	10.7%	9.7%	10.9%	11.9%	13.7%
Milk Marketing Board	13.6%	4.2%	4.2%	4.2%	8.7%
Municipal Retirement System	4.0%	6.9%	3.5%	3.1%	21.4%
Probation and Parole Board	6.6%	4.4%	5.3%	5.0%	7.1%
Public School Employees Retirement System	8.9%	4.8%	9.5%	8.0%	7.1%
Public Utility Commission	10.1%	6.7%	6.9%	6.5%	8.7%
Revenue	10.2%	7.2%	7.6%	8.0%	9.8%
State	10.7%	9.7%	8.4%	11.7%	12.7%
State Employees Retirement System	6.8%	9.1%	8.6%	8.7%	11.6%
State Police	5.2%	6.2%	6.2%	4.9%	5.1%
Transportation	7.8%	5.4%	6.0%	6.4%	8.4%
COMMONWEALTH AVERAGE *	9.6%	6.2%	8.1%	7.7%	8.7%

NOTE: All years include full-time permanent salaried employees. Excludes temporary or emergency employees as well as reinstatements to the same or other agency and inter-agency transfers. Agency separation rates are based on the total number of separations and filled positions per agency. *Commonwealth average is based on the total number of separations and filled positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission. Effective October 1, 2012, Securities Commission merged with Banking to form Banking and Securities.

COMMENTS: Separation rates increased slightly from the prior fiscal year due to increases in the numbers of retirements, resignations and other separations.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2015

Voluntary Separations During First Five Years of Service by Agency
Fiscal Year 2014 - 2015
(GAWFR Table 30)

Agency	0-1		1-3		3-5		Total	
	Number	Rate*	Number	Rate*	Number	Rate*	Number	Rate*
Aging	0	0.0%	1	1.1%	0	0.0%	1	1.1%
Agriculture	1	0.2%	6	1.1%	6	1.1%	13	2.4%
Banking and Securities	0	0.0%	1	0.5%	1	0.5%	2	1.0%
Civil Service Commission	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Community and Economic Development	2	0.7%	6	2.1%	7	2.5%	15	5.4%
Conservation and Natural Resources	1	0.1%	3	0.2%	1	0.1%	5	0.4%
Corrections	79	0.5%	59	0.4%	42	0.3%	180	1.2%
Drug and Alcohol Programs	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Education	0	0.0%	4	0.9%	4	0.9%	8	1.8%
Emergency Management Agency	0	0.0%	3	1.7%	0	0.0%	3	1.7%
Environmental Protection	7	0.3%	11	0.5%	15	0.6%	33	1.4%
Executive Offices	11	0.7%	20	1.3%	25	1.6%	56	3.5%
Fish and Boat Commission	0	0.0%	1	0.3%	2	0.6%	3	0.8%
Game Commission	1	0.2%	5	0.7%	4	0.6%	10	1.5%
General Services	1	0.1%	8	0.9%	2	0.2%	11	1.2%
Health	10	0.9%	7	0.6%	9	0.8%	26	2.4%
Historical and Museum Commission	0	0.0%	0	0.0%	1	0.5%	1	0.5%
Human Services	154	1.0%	133	0.9%	102	0.7%	389	2.5%
Insurance	0	0.0%	4	1.7%	3	1.3%	7	2.9%
Labor and Industry	26	0.6%	32	0.7%	45	1.0%	103	2.3%
Liquor Control Board	7	0.2%	16	0.5%	23	0.8%	46	1.5%
Military and Veterans Affairs	29	1.4%	26	1.3%	17	0.8%	72	3.6%
Milk Marketing Board	0	0.0%	0	0.0%	1	4.4%	1	4.4%
Municipal Retirement System	0	0.0%	1	3.6%	1	3.6%	2	7.1%
Probation And Parole Board	6	0.5%	7	0.6%	3	0.3%	16	1.4%
Public School Employees Retirement System	0	0.0%	1	0.4%	0	0.0%	1	0.4%
Public Utility Commission	2	0.4%	4	0.9%	2	0.4%	8	1.8%
Revenue	17	0.9%	17	0.9%	16	0.9%	50	2.7%
State	5	1.1%	6	1.3%	6	1.3%	17	3.7%
State Employees Retirement System	0	0.0%	0	0.0%	1	0.6%	1	0.6%
State Police	17	0.3%	12	0.2%	10	0.2%	39	0.6%
Transportation	65	0.6%	56	0.5%	54	0.5%	175	1.6%
COMMONWEALTH TOTAL	441	0.6%	450	0.6%	403	0.6%	1,294	1.8%

NOTE: *The percentage rate shown is based on the number of actions as compared to full-time, permanent salaried employees per agency. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Only 1.8% of all Commonwealth employees voluntarily separate in their first five years of service. Separation rates within each of the three categories were identical.

STATE GOVERNMENT WORKFORCE STATISTICS - Agency Complement
July 2015

Placement by Type and Agency
Fiscal Year 2014-2015
Full-Time Salaried Employees
(GAWFR Table 35)

Agency	New Hire		Transfer		Promotion		Other	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Aging	5	5.3%	13	13.7%	9	9.5%	2	2.1%
Agriculture	29	5.3%	25	4.5%	24	4.4%	11	2.0%
Banking and Securities	10	5.0%	14	7.0%	12	6.0%	2	1.0%
Civil Service Commission	2	2.0%	16	16.3%	12	12.2%	1	1.0%
Community and Economic Development	23	8.2%	20	7.1%	20	7.1%	13	4.6%
Conservation and Natural Resources	16	1.2%	100	7.5%	81	6.1%	8	0.6%
Corrections	832	5.6%	1,063	7.1%	687	4.6%	148	1.0%
Drug and Alcohol Programs	5	7.9%	11	17.5%	15	23.8%	2	3.2%
Education	27	6.0%	42	9.4%	41	9.2%	5	1.1%
Emergency Management Agency	13	7.1%	24	13.2%	20	11.0%	2	1.1%
Environmental Protection	106	4.4%	174	7.2%	171	7.0%	38	1.6%
Executive Offices	103	6.4%	128	8.0%	140	8.7%	38	2.4%
Fish and Boat Commission	4	1.1%	19	5.2%	26	7.2%	0	0.0%
Game Commission	8	1.2%	72	10.6%	60	8.8%	4	0.6%
General Services	31	3.5%	35	3.9%	42	4.7%	7	0.8%
Health	50	4.6%	124	11.4%	100	9.2%	26	2.4%
Historical and Museum Commission	2	1.1%	7	3.8%	7	3.8%	1	0.5%
Human Services	1,135	7.3%	1,128	7.2%	1,245	8.0%	199	1.3%
Insurance	13	5.4%	37	15.5%	36	15.1%	4	1.7%
Labor and Industry	211	4.7%	327	7.2%	360	8.0%	43	1.0%
Liquor Control Board	17	0.6%	1,092	35.8%	523	17.1%	14	0.5%
Military and Veterans Affairs	82	4.1%	98	4.9%	74	3.7%	10	0.5%
Milk Marketing Board	0	0.0%	0	0.0%	1	4.4%	0	0.0%
Municipal Retirement System	1	3.6%	3	10.7%	3	10.7%	1	3.6%
Probation and Parole Board	39	3.3%	163	13.7%	88	7.4%	8	0.7%
Public School Employees Retirement System	5	1.8%	30	10.6%	42	14.9%	1	0.4%
Public Utility Commission	2	0.4%	51	11.1%	62	13.5%	7	1.5%
Revenue	148	7.9%	207	11.0%	178	9.5%	31	1.7%
State	47	10.1%	41	8.8%	55	11.8%	11	2.4%
State Employees Retirement System	5	2.9%	17	9.8%	13	7.5%	0	0.0%
State Police	87	1.4%	1,398	23.1%	576	9.5%	9	0.2%
Transportation	236	2.1%	446	4.0%	658	5.9%	242	2.2%
COMMONWEALTH TOTALS	3,294	4.5%	6,925	9.5%	5,381	7.4%	888	1.2%

NOTE: The percentage rate shown is based on the number of actions as compared to full-time permanent salaried employees. Transfers include transfers between organizations and transfers between agencies. Other placement actions include dual hires, rehires, reassignments, and demotions which are not a result of reclassification. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Across the Commonwealth, the largest percentage of placement actions for fiscal year 2014-2015 are from transfers.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (1 of 3)
Fiscal Year 2014 - 2015

Employment by Agency, Minority Group and Gender
(GAWFR Table 16)

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Aging	July 2014	22	23.4%	61	64.9%			3	3.2%	7	7.4%					1	1.1%
	July 2015	23	24.2%	60	63.2%			3	3.2%	8	8.4%					1	1.1%
Agriculture	July 2014	297	54.6%	195	35.8%			31	5.7%	19	3.5%			2	0.4%		
	July 2015	292	53.0%	198	35.9%			36	6.5%	21	3.8%			2	0.4%	2	0.4%
Banking and Securities	July 2014	80	39.2%	102	50.0%			8	3.9%	8	3.9%			3	1.5%	3	1.5%
	July 2015	79	39.7%	99	49.7%			8	4.0%	6	3.0%			3	1.5%	4	2.0%
Civil Service Commission	July 2014	28	26.2%	66	61.7%			7	6.5%	6	5.6%						
	July 2015	24	24.5%	57	58.2%			6	6.1%	11	11.2%						
Community and Economic Development	July 2014	116	41.3%	125	44.5%			6	2.1%	24	8.5%			5	1.8%	5	1.8%
	July 2015	112	40.0%	133	47.5%			9	3.2%	23	8.2%					3	1.1%
Conservation and Natural Resources	July 2014	960	73.1%	318	24.2%			18	1.4%	16	1.2%					2	0.2%
	July 2015	968	72.9%	322	24.2%			18	1.4%	17	1.3%					3	0.2%
Corrections	July 2014	9,999	67.7%	3,035	20.5%			1,121	7.6%	558	3.8%			37	0.3%	19	0.1%
	July 2015	10,017	67.3%	3,069	20.6%			1,154	7.8%	590	4.0%			30	0.2%	21	0.1%
Drug and Alcohol Programs	July 2014	20	30.8%	30	46.2%			3	4.6%	12	18.5%						
	July 2015	20	31.7%	31	49.2%			2	3.2%	10	15.9%						
Education	July 2014	134	29.6%	255	56.4%			13	2.9%	48	10.6%					2	0.4%
	July 2015	136	30.4%	248	55.5%			9	2.0%	51	11.4%			1	0.2%	2	0.4%
Emergency Management Agency	July 2014	111	65.7%	49	29.0%			3	1.8%	5	3.0%			1	0.6%		
	July 2015	118	64.8%	53	29.1%			4	2.2%	5	2.7%			2	1.1%		
Environmental Protection	July 2014	1,573	63.8%	702	28.5%	1	0.0%	105	4.3%	83	3.4%			1	0.0%	1	0.0%
	July 2015	1,529	62.9%	715	29.4%			105	4.3%	80	3.3%			2	0.1%	1	0.0%
Executive Offices	July 2014	681	41.0%	712	42.9%			98	5.9%	157	9.5%			5	0.3%	8	0.5%
	July 2015	630	39.3%	681	42.5%			96	6.0%	159	9.9%			20	1.2%	16	1.0%
Fish and Boat Commission	July 2014	306	81.4%	61	16.2%			1	0.3%	3	0.8%			4	1.1%	1	0.3%
	July 2015	290	79.9%	62	17.1%			2	0.6%	4	1.1%			4	1.1%	1	0.3%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (2 of 3)
Fiscal Year 2014 - 2015

Employment by Agency, Minority Group and Gender
(GAWFR Table 16 - continued)

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Game Commission	July 2014	561	82.7%	109	16.1%			2	0.3%	4	0.6%			2	0.3%		
	July 2015	566	83.2%	108	15.9%			3	0.4%	2	0.3%			1	0.1%		
General Services	July 2014	545	59.5%	184	20.1%			115	12.6%	72	7.9%						
	July 2015	536	59.9%	179	20.0%			107	12.0%	73	8.2%						
Health	July 2014	284	25.4%	665	59.5%			52	4.7%	98	8.8%			5	0.4%	13	1.2%
	July 2015	271	24.9%	654	60.0%			47	4.3%	98	9.0%			6	0.6%	14	1.3%
Historical and Museum Commission	July 2014	106	55.8%	69	36.3%			9	4.7%	4	2.1%			1	0.5%	1	0.5%
	July 2015	103	55.4%	68	36.6%			10	5.4%	3	1.6%			1	0.5%	1	0.5%
Human Services	July 2014	4,257	27.6%	7,858	51.0%	2	0.0%	819	5.3%	2,447	15.9%	1.00	0.0%	7	0.0%	31	0.2%
	July 2015	4,193	26.8%	7,916	50.6%			885	5.7%	2,601	16.6%			5	0.0%	32	0.2%
Insurance	July 2014	91	38.2%	116	48.7%			12	5.0%	18	7.6%			1	0.4%		
	July 2015	86	36.0%	117	49.0%			13	5.4%	21	8.8%			1	0.4%	1	0.4%
Labor and Industry	July 2014	1,636	35.4%	2,404	52.1%			185	4.0%	391	8.5%			1	0.0%	1	0.0%
	July 2015	1,601	35.3%	2,358	52.1%			177	3.9%	390	8.6%					4	0.1%
Liquor Control Board	July 2014	1,451	48.0%	995	32.9%			225	7.4%	348	11.5%			1	0.0%	2	0.1%
	July 2015	1,459	47.8%	1,016	33.3%			226	7.4%	347	11.4%			1	0.0%	2	0.1%
Military and Veterans Affairs	July 2014	712	35.3%	892	44.2%			127	6.3%	272	13.5%			8	0.4%	6	0.3%
	July 2015	705	35.0%	889	44.2%			125	6.2%	284	14.1%			6	0.3%	3	0.1%
Milk Marketing Board	July 2014	18	75.0%	5	20.8%									1	4.2%		
	July 2015	17	73.9%	5	21.7%									1	4.3%		
Municipal Retirement System	July 2014	10	31.3%	15	46.9%			1	3.1%	5	15.6%			1	3.1%		
	July 2015	8	28.6%	12	42.9%			2	7.1%	5	17.9%			1	3.6%		
Probation and Parole Board	July 2014	568	47.8%	399	33.6%			85	7.1%	137	11.5%						
	July 2015	569	47.9%	398	33.5%			86	7.2%	136	11.4%						

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Diversity by Agency (3 of 3)
Fiscal Year 2014 - 2015

Employment by Agency, Minority Group and Gender
(GAWFR Table 16 - continued)

Agency	Year	Non-Minority						Minority						Undisclosed			
		Male		Female		Undeclared		Male		Female		Undeclared		Male		Female	
		Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc	Number	Perc
Public School Employees' Retirement System	July 2014	118	41.3%	134	46.9%			11	3.8%	23	8.0%						
	July 2015	121	42.9%	128	45.4%			12	4.3%	21	7.4%						
Public Utility Commission	July 2014	218	47.0%	169	36.4%			28	6.0%	49	10.6%						
	July 2015	217	47.4%	160	34.9%			30	6.6%	50	10.9%					1	0.2%
Revenue	July 2014	781	42.4%	675	36.7%			122	6.6%	260	14.1%			2	0.1%	1	0.1%
	July 2015	808	42.9%	674	35.8%			129	6.8%	269	14.3%			3	0.2%	1	0.1%
State	July 2014	170	36.0%	228	48.3%			20	4.2%	47	10.0%			4	0.8%	3	0.6%
	July 2015	169	36.3%	217	46.6%			24	5.2%	50	10.7%			4	0.9%	2	0.4%
State Employees' Retirement System	July 2014	67	36.6%	99	54.1%			5	2.7%	12	6.6%						
	July 2015	69	39.9%	87	50.3%			5	2.9%	12	6.9%						
State Police	July 2014	4,394	75.1%	1,037	17.7%			304	5.2%	119	2.0%						
	July 2015	4,577	75.5%	1,060	17.5%			301	5.0%	122	2.0%						
Transportation	July 2014	8,764	77.1%	1,548	13.6%			506	4.4%	479	4.2%			61	0.5%	14	0.1%
	July 2015	8,637	77.0%	1,516	13.5%			513	4.6%	483	4.3%			58	0.5%	16	0.1%
Totals	July 2014	39,078	53.9%	23,312	32.2%	3	0.0%	4,045	5.6%	5,731	7.9%	1	0.0%	153	0.2%	114	0.2%
	July 2015	38,950	53.6%	23,290	32.1%	0	0.0%	4,147	5.7%	5,952	8.2%	0	0.0%	152	0.2%	131	0.2%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission. The percents shown may not total 100% due to rounding.

COMMENTS: Twenty agencies have as many or more minority and female employees than non-minority males, including the Department of Human Services, which is the largest state agency. The Municipal Retirement Board has the highest percentage of minority employees of all agencies, accounting for 25.0 percent of their total salaried full-time work force. The Department of Aging has the highest representation of females, comprising 72.6 percent of its total salaried full-time work force.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Ethnicity
1976 - 2015

Changes in Commonwealth Salaried Employment of Minorities
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015
Full-Time Salaried Employees
(GAWFR Table 15)

Year	African American				Hispanic				Asian/Hawaiian/Pacific Islander				*American Indian/Alaskan Native			
	Male		Female		Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	3,963	3.7%	6,997	6.5%	248	0.3%	184	0.2%	444	0.4%	181	0.2%	*N/A	*N/A	*N/A	*N/A
July 1980	3,956	4.0%	7,045	7.1%	320	0.3%	277	0.3%	336	0.3%	151	0.2%	*N/A	*N/A	*N/A	*N/A
July 1985	3,409	4.2%	5,746	7.1%	352	0.4%	279	0.3%	287	0.4%	164	0.2%	*N/A	*N/A	*N/A	*N/A
July 1990	3,355	4.3%	5,399	6.9%	405	0.5%	333	0.4%	391	0.5%	219	0.3%	*N/A	*N/A	*N/A	*N/A
July 1995	3,617	4.6%	5,301	6.6%	504	0.6%	441	0.5%	493	0.6%	273	0.3%	*N/A	*N/A	*N/A	*N/A
July 2000	3,354	4.3%	4,839	6.2%	524	0.7%	509	0.6%	509	0.6%	296	0.4%	*N/A	*N/A	*N/A	*N/A
July 2005	3,144	4.1%	4,698	6.1%	571	0.7%	631	0.8%	489	0.6%	391	0.5%	61	0.1%	41	0.1%
July 2010	2,953	3.9%	4,595	6.1%	646	0.9%	780	1.0%	534	0.7%	463	0.6%	63	0.1%	59	0.1%
July 2015	2,762	3.8%	4,470	6.2%	738	1.0%	862	1.2%	579	0.8%	558	0.8%	68	0.1%	62	0.1%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. *For all years prior to 2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

COMMENTS: Since 1976 the percentage of minority employees in state government has increased from 11.3 to 13.9 percent.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Employment by Gender
1976 - 2015

Changes in Commonwealth Salaried Employment by Minority Group and Gender
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2015
Full-Time Salaried Employees
(GAWFR Table 14)

Year	Non-Minority				Minority				Undisclosed				Totals			
	Male		Female		Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	57,415	53.7%	37,416	35.0%	4,655	4.4%	7,362	6.9%	4,655	4.4%	7,362	6.9%	62,070	58.1%	44,778	41.9%
July 1980	51,476	52.0%	35,343	35.7%	4,612	4.7%	7,473	7.6%	4,612	4.7%	7,473	7.6%	56,088	56.7%	42,816	43.3%
July 1985	42,107	51.8%	28,916	35.6%	4,048	5.0%	6,189	7.6%	4,048	5.0%	6,189	7.6%	46,155	56.8%	35,105	43.2%
July 1990	41,293	52.9%	26,635	34.1%	4,151	5.3%	5,951	7.6%	4,151	5.3%	5,951	7.6%	45,444	58.2%	32,586	41.8%
July 1995	43,020	53.5%	26,801	33.3%	4,614	5.7%	6,015	7.5%	4,614	5.7%	6,015	7.5%	47,634	59.2%	32,816	40.8%
July 2000	43,020	54.7%	25,661	32.6%	4,387	5.6%	5,644	7.2%	4,387	5.6%	5,644	7.2%	47,407	60.2%	31,305	39.8%
July 2005	41,529	54.1%	25,171	32.8%	4,265	5.6%	5,761	7.5%	4,265	5.6%	5,761	7.5%	45,794	59.7%	30,932	40.3%
July 2010	40,861	53.9%	24,924	32.8%	4,195	5.5%	5,898	7.8%	4,195	5.5%	5,898	7.8%	45,056	59.4%	30,822	40.6%
July 2015	38,950	53.6%	23,290	32.1%	4,147	5.7%	5,952	8.2%	152	0.2%	131	0.2%	43,249	59.6%	29,373	40.4%

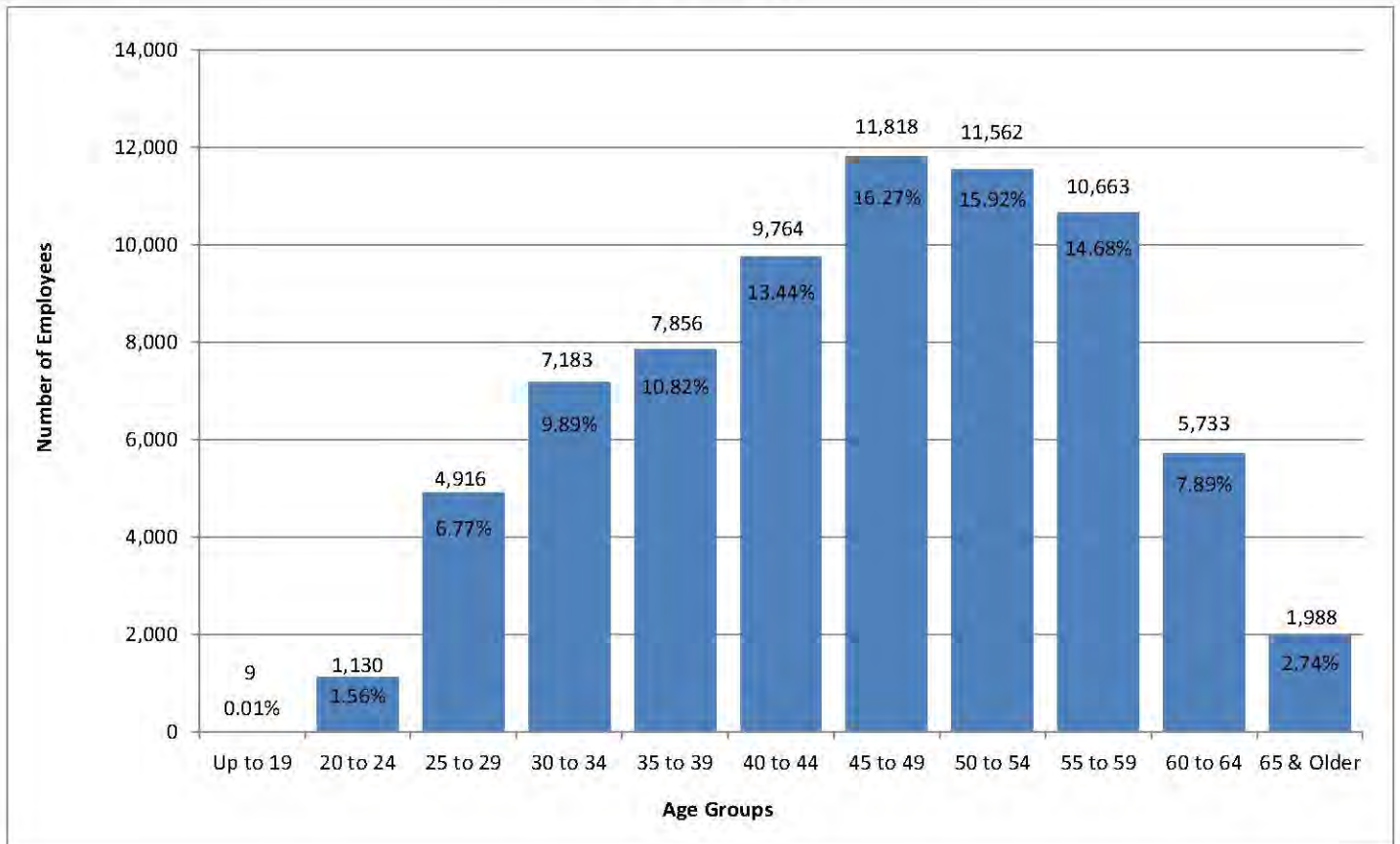
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentage totals may not equal the sum of individual entries because of rounding. 1976 was the first reporting year, and information is then displayed in five year increments ending with the current reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics

**Age Groups
July 2015**

*Age Distribution for Commonwealth Employees
July 2015
(GAWFR Table 46)*

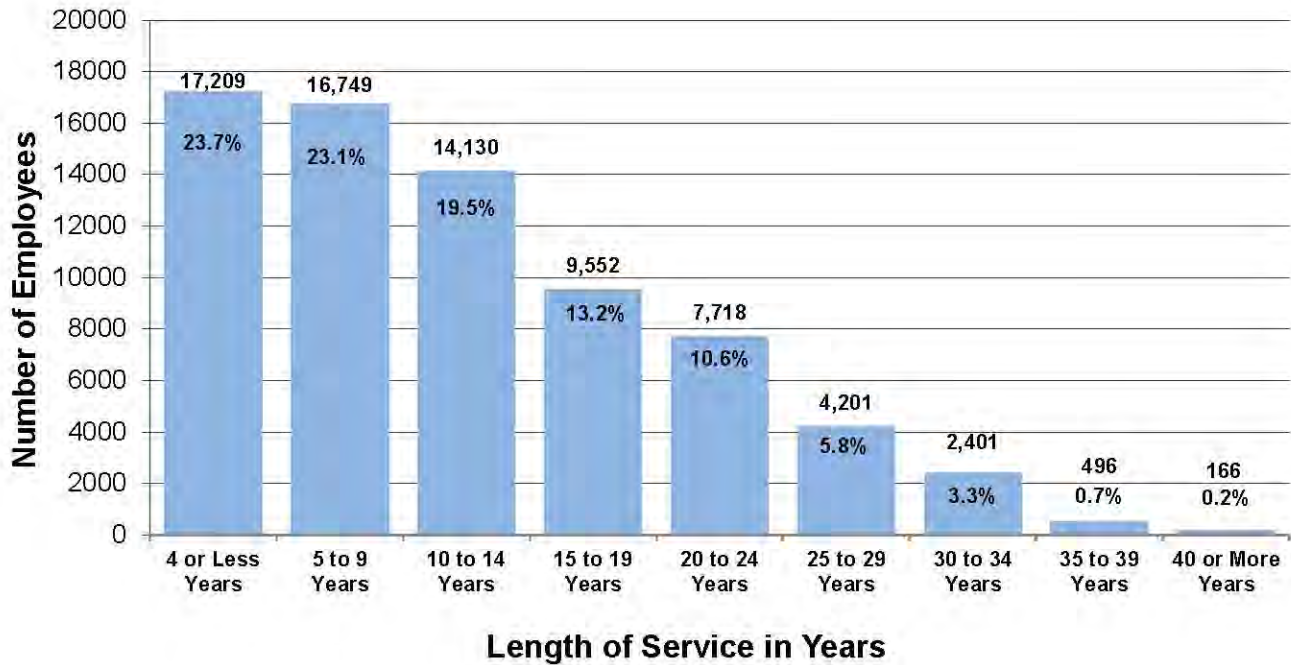


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
Length of Service
July 2015

Length of Service Distribution for Commonwealth Employees
July 2015
(GAWFR Table 47)



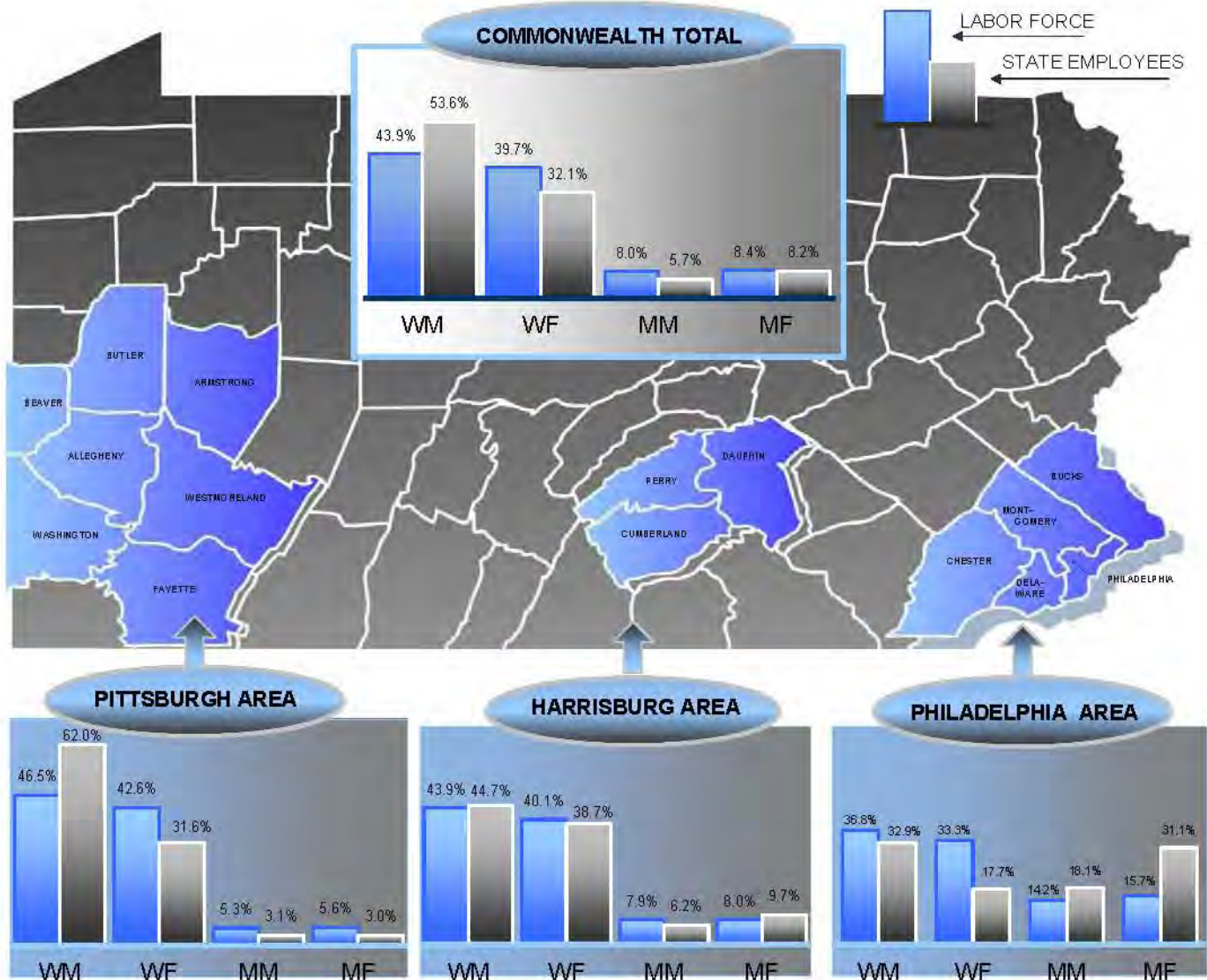
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes.

COMMENTS: There were 662 employees with 35 or more years of commonwealth service as of July 2015. The average length of service was 11.9 years, which is consistent with the previous reporting year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

*Labor Force Compared to State Employment
by Minority Group and Gender
(GAWFR Table 13)*



SOURCE/NOTE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

State employment includes full-time permanent salaried employees. Data for commonwealth total labor force statistics and each metropolitan statistical area is from 2014, and are the latest available from the U.S. Census Bureau, 2014 American Community Survey. Metropolitan statistical area labor force data is based on 2014 annual average data including all persons employed or seeking employment within the designated areas. Percents may not total due to rounding. Data for state employment is as of June 30, 2015.

COMMENTS: The total representation of minority men and women in the state work force is 13.9 percent, compared to 16.4 percent in the overall state labor force. As compared to the previous reporting year the state work force minority representation has seen a slight increase.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

*Minority Representation by Agency
(GAWFR Table 17)*

Department	Minorities		Non Minority		Undisclosed		Total Employees
	Number	Percent	Number	Percent	Number	Percent	
Aging	11	11.6%	83	87.4%	1	1.1%	95
Agriculture	57	10.3%	490	88.9%	4	0.7%	551
Banking and Securities	14	7.0%	178	89.5%	7	3.5%	199
Civil Service Commission	17	17.4%	81	82.7%	0	0.0%	98
Community and Economic Development	32	11.4%	245	87.5%	3	1.1%	280
Conservation and Natural Resources	35	2.6%	1,290	97.1%	3	0.2%	1,328
Corrections	1,744	11.7%	13,086	87.9%	51	0.3%	14,881
Drug and Alcohol Programs	12	19.1%	51	81.0%	0	0.0%	63
Education	60	13.4%	384	85.9%	3	0.7%	447
Emergency Management Agency	9	5.0%	171	94.0%	2	1.1%	182
Environmental Protection	185	7.6%	2,244	92.3%	3	0.1%	2,432
Executive Offices	255	15.9%	1,311	81.8%	36	2.3%	1,602
Fish and Boat Commission	6	1.7%	352	97.0%	5	1.4%	363
Game Commission	5	0.7%	674	99.1%	1	0.2%	680
General Services	180	20.1%	715	79.9%	0	0.0%	895
Health	145	13.3%	925	84.9%	20	1.8%	1,090
Historical and Museum Commission	13	7.0%	171	91.9%	2	1.1%	186
Human Services	3,486	22.3%	12,109	77.5%	37	0.2%	15,632
Insurance	34	14.2%	203	84.9%	2	0.8%	239
Labor and Industry	567	12.5%	3,959	87.4%	4	0.1%	4,530
Liquor Control Board	573	18.8%	2,475	81.1%	3	0.1%	3,051
Military and Veterans Affairs	409	20.3%	1,594	79.2%	9	0.5%	2,012
Milk Marketing Board	0	0.0%	22	95.7%	1	4.4%	23
Municipal Retirement System	7	25.0%	20	71.4%	1	3.6%	28
Probation and Parole Board	222	18.7%	967	81.3%	0	0.0%	1,189
Public School Employees Retirement System	33	11.7%	249	88.3%	0	0.0%	282
Public Utility Commission	80	17.5%	377	82.3%	1	0.2%	458
Revenue	398	21.1%	1,482	78.7%	4	0.2%	1,884
State	74	15.9%	386	82.8%	6	1.3%	466
State Employees Retirement System	17	9.8%	156	90.2%	0	0.0%	173
State Police	423	7.0%	5,637	93.0%	0	0.0%	6,060
Transportation	996	8.9%	10,153	90.5%	74	0.7%	11,223
COMMONWEALTH TOTALS	10,099	13.9%	62,240	85.7%	283	0.4%	72,622

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Minorities comprise 13.9 percent of the commonwealth's work force, led by the Municipal Retirement Board with 25.0 percent minority representation.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

Gender Representation by Agency
Full-Time Salaried Employees
(GAWFR Table 18)

Agency	Females		Males		Total Employees
	Number	Percent	Number	Percent	
Aging	69	72.6%	26	27.4%	95
Agriculture	221	40.1%	330	59.9%	551
Banking and Securities	109	54.8%	90	45.2%	199
Civil Service Commission	68	69.4%	30	30.6%	98
Community and Economic Development	159	56.8%	121	43.2%	280
Conservation and Natural Resources	342	25.8%	986	74.3%	1,328
Corrections	3,680	24.7%	11,201	75.3%	14,881
Drug and Alcohol Programs	41	65.1%	22	34.9%	63
Education	301	67.3%	146	32.7%	447
Emergency Management Agency	58	31.9%	124	68.1%	182
Environmental Protection	796	32.7%	1,636	67.3%	2,432
Executive Offices	856	53.4%	746	46.6%	1,602
Fish and Boat Commission	67	18.5%	296	81.5%	363
Game Commission	110	16.2%	570	83.8%	680
General Services	252	28.2%	643	71.8%	895
Health	766	70.3%	324	29.7%	1,090
Historical and Museum Commission	72	38.7%	114	61.3%	186
Human Services	10,549	67.5%	5,083	32.5%	15,632
Insurance	139	58.2%	100	41.8%	239
Labor and Industry	2,752	60.8%	1,778	39.3%	4,530
Liquor Control Board	1,365	44.7%	1,686	55.3%	3,051
Military and Veterans Affairs	1,176	58.5%	836	41.6%	2,012
Milk Marketing Board	5	21.7%	18	78.3%	23
Municipal Retirement System	17	60.7%	11	39.3%	28
Probation and Parole Board	534	44.9%	655	55.1%	1,189
Public School Employees Retirement System	149	52.8%	133	47.2%	282
Public Utility Commission	211	46.1%	247	53.9%	458
Revenue	944	50.1%	940	49.9%	1,884
State	269	57.7%	197	42.3%	466
State Employees Retirement System	99	57.2%	74	42.8%	173
State Police	1,182	19.5%	4,878	80.5%	6,060
Transportation	2,015	18.0%	9,208	82.1%	11,223
COMMONWEALTH TOTALS	29,373	40.4%	43,249	59.6%	72,622

NOTE: Includes full-time permanent salaried employees in the agencies listed above. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Environmental Hearing Board, and the Pennsylvania Human Relations Commission.

COMMENTS: Males represent over half of all state employees in each of 15 agencies. The Department of Aging employs the largest percentage of female employees (72.6%).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

Job Categories by Race and Gender
1990, 1995, 2000, 2005, 2010, 2015
(GAWFR Table 19)

		White		African American		Hispanic		Asian/Hawaiian/ Pacific Islander		American Indian/Alaskan Native		Undisclosed		Total Employees
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Administrators	1990	2,439 75.8%	471 14.6%	138 4.3%	102 3.2%	15 0.5%	7 0.2%	33 1.0%	13 0.4%	*N/A *N/A	*N/A *N/A			3,218
	1995	2,465 73.5%	583 17.4%	124 3.7%	104 3.1%	12 0.4%	7 0.2%	43 1.3%	18 0.5%	*N/A *N/A	*N/A *N/A			3,356
	2000	2,446 69.8%	741 21.1%	122 3.5%	115 3.3%	15 0.4%	8 0.2%	37 1.1%	20 0.6%	*N/A *N/A	*N/A *N/A			3,504
	2005	6,072 57.8%	3,398 32.4%	367 3.5%	461 4.4%	50 0.5%	55 0.5%	49 0.5%	40 0.4%	4 0.0%	5 0.0%			10,501
	2010	5,967 53.1%	4,111 36.6%	328 2.9%	530 4.7%	68 0.6%	96 0.9%	70 0.6%	52 0.5%	7 0.1%	9 0.1%			11,238
	2015	5,594 51.5%	4,023 37.1%	280 2.6%	530 4.9%	84 0.8%	94 0.9%	81 0.7%	69 0.6%	4 0.0%	11 0.1%	46 0.4%	42 0.4%	10,858
Professionals	1990	11,252 49.2%	8,456 37.0%	849 3.7%	1,657 7.2%	112 0.5%	150 0.7%	262 1.1%	124 0.5%	*N/A *N/A	*N/A *N/A			22,862
	1995	12,385 49.7%	9,110 36.6%	933 3.7%	1,654 6.6%	151 0.6%	208 0.8%	318 1.3%	141 0.6%	*N/A *N/A	*N/A *N/A			24,900
	2000	12,216 49.3%	9,174 37.0%	888 3.6%	1,636 6.6%	148 0.6%	241 1.0%	326 1.3%	161 0.6%	*N/A *N/A	*N/A *N/A			24,790
	2005	8,379 43.7%	7,837 40.8%	598 3.1%	1,433 7.5%	127 0.7%	275 1.4%	297 1.5%	206 1.1%	21 0.1%	14 0.1%			19,187
	2010	7,633 40.9%	7,881 42.3%	564 3.0%	1,493 8.0%	150 0.8%	359 1.9%	295 1.6%	233 1.2%	23 0.1%	19 0.1%			18,650
	2015	7,081 39.0%	7,621 42.0%	589 3.2%	1,606 8.9%	167 0.9%	405 2.2%	302 1.7%	270 1.5%	23 0.1%	23 0.1%	31 0.2%	28 0.2%	18,146
Technicians	1990	3,943 60.8%	2,052 31.6%	186 2.9%	246 3.8%	16 0.2%	12 0.2%	21 0.3%	8 0.1%	*N/A *N/A	*N/A *N/A			6,484
	1995	3,725 60.7%	1,934 31.3%	187 3.0%	222 3.6%	17 0.3%	14 0.2%	25 0.4%	12 0.2%	*N/A *N/A	*N/A *N/A			6,136
	2000	3,329 62.3%	1,636 30.6%	152 2.8%	149 2.8%	21 0.4%	16 0.3%	28 0.5%	9 0.2%	*N/A *N/A	*N/A *N/A			5,340
	2005	1,206 57.8%	1,109 32.4%	44 3.5%	63 4.4%	10 0.5%	4 0.5%	19 0.5%	10 0.4%	2 0.0%	1 0.0%			2,468
	2010	1,119 46.0%	1,168 48.0%	38 1.6%	61 2.5%	5 0.2%	6 0.2%	16 0.7%	14 0.6%	3 0.1%	1 0.0%			2,431
	2015	1,006 45.3%	1,043 46.9%	36 1.6%	72 3.2%	9 0.4%	9 0.4%	15 0.7%	18 0.8%	1 0.0%	3 0.1%	2 0.1%	8 0.4%	2,222
Protective Service Workers	1990	7,780 85.1%	407 4.4%	701 7.7%	126 1.4%	99 1.1%	4 0.0%	28 0.3%	2 0.0%	*N/A *N/A	*N/A *N/A			9,147
	1995	9,368 83.6%	560 5.0%	916 8.2%	158 1.4%	146 1.3%	10 0.1%	45 0.4%	3 0.0%	*N/A *N/A	*N/A *N/A			11,206
	2000	10,702 82.9%	738 5.7%	1,008 7.8%	224 1.7%	168 1.3%	15 0.1%	51 0.4%	7 0.1%	*N/A *N/A	*N/A *N/A			12,913
	2005	10,700 83.9%	672 5.3%	885 3.5%	237 4.4%	185 0.5%	16 0.5%	40 0.5%	2 0.4%	18 0.0%	3 0.0%			12,758
	2010	11,596 83.9%	800 5.8%	850 6.1%	281 2.0%	203 1.5%	20 0.1%	50 0.4%	3 0.0%	17 0.1%	2 0.0%			13,822
	2015	11,339 82.5%	870 6.3%	839 6.1%	285 2.1%	249 1.8%	43 0.3%	57 0.4%	5 0.0%	21 0.2%	4 0.0%	19 0.1%	6 0.0%	13,737

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

Job Categories by Race and Gender
1990, 1995, 2000, 2005, 2010, 2015
(GAWFR Table 19 - continued)

		White		African American		Hispanic		Asian/Hawaiian/ Pacific Islander		American Indian/Alaskan Native		Undisclosed		Total Employees
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Para-professionals	1990	84 26.4%	183 57.5%	25 7.9%	24 7.5%	0 0.0%	0 0.0%	0 0.0%	2 0.6%	*N/A *N/A	*N/A *N/A			318
	1995	92 25.7%	211 58.9%	17 4.7%	32 8.9%	0 0.0%	2 0.6%	1 0.3%	3 0.8%	*N/A *N/A	*N/A *N/A			358
	2000	71 20.7%	228 66.5%	15 4.4%	25 7.3%	1 0.3%	1 0.3%	0 0.0%	2 0.6%	*N/A *N/A	*N/A *N/A			343
	2005	1,215 68.3%	323 18.2%	139 7.8%	72 4.0%	20 1.1%	4 0.2%	4 0.2%	2 0.1%	0 0.0%	0 0.0%			1,779
	2010	1,260 64.6%	401 20.6%	150 7.7%	95 4.9%	26 1.3%	7 0.4%	4 0.2%	2 0.1%	1 0.1%	4 0.2%			1,950
	2015	888 65.3%	282 20.7%	80 5.9%	65 4.8%	22 1.6%	11 0.8%	5 0.4%	2 0.1%	2 0.1%	2 0.1%	1 0.1%	0 0.0%	1,360
Office and Clerical	1990	3,492 20.6%	10,555 62.1%	513 3.0%	2,199 12.9%	40 0.2%	127 0.7%	15 0.1%	51 0.3%	*N/A *N/A	*N/A *N/A			16,992
	1995	3,437 20.5%	10,220 61.0%	499 3.0%	2,293 13.7%	44 0.3%	158 0.9%	29 0.2%	74 0.4%	*N/A *N/A	*N/A *N/A			16,754
	2000	3,217 20.2%	9,707 60.9%	500 3.1%	2,147 13.5%	51 0.3%	188 1.2%	40 0.3%	77 0.5%	*N/A *N/A	*N/A *N/A			15,927
	2005	2,654 19.0%	8,487 60.7%	410 2.9%	1,951 14.0%	66 0.5%	232 1.7%	53 0.4%	112 0.8%	5 0.0%	15 0.1%			13,985
	2010	2,439 19.7%	7,377 59.5%	393 3.2%	1,685 13.6%	71 0.6%	223 1.8%	65 0.5%	133 1.1%	3 0.0%	15 0.1%			12,404
	2015	2,596 22.6%	6,429 56.0%	360 3.1%	1,512 13.2%	71 0.6%	234 2.0%	72 0.6%	162 1.4%	5 0.0%	13 0.1%	8 0.1%	26 0.2%	11,488
Skilled Craft Workers	1990	6,888 92.8%	179 2.4%	254 3.4%	23 0.3%	56 0.8%	1 0.0%	18 0.2%	1 0.0%	*N/A *N/A	*N/A *N/A			7,420
	1995	6,685 92.2%	197 2.7%	266 3.7%	16 0.2%	69 1.0%	2 0.0%	16 0.2%	1 0.0%	*N/A *N/A	*N/A *N/A			7,252
	2000	6,738 92.4%	214 2.9%	233 3.2%	19 0.3%	68 0.9%	3 0.0%	14 0.2%	1 0.0%	*N/A *N/A	*N/A *N/A			7,290
	2005	4,219 94.4%	75 1.7%	127 2.8%	5 0.1%	28 0.6%	0 0.0%	9 0.2%	1 0.0%	3 0.1%	0 0.0%			4,467
	2010	4,318 94.2%	89 1.9%	122 2.7%	7 0.2%	32 0.7%	0 0.0%	10 0.2%	2 0.0%	5 0.1%	0 0.0%			4,585
	2015	3,901 94.0%	86 2.1%	92 2.2%	5 0.1%	31 0.7%	0 0.0%	15 0.4%	1 0.0%	4 0.1%	0 0.0%	17 0.4%	0 0.0%	4,152
Service-Maintenance	1990	5,415 46.8%	4,332 37.4%	689 5.9%	1,022 8.8%	67 0.6%	32 0.3%	14 0.1%	18 0.2%	*N/A *N/A	*N/A *N/A			11,589
	1995	4,863 46.4%	3,986 38.0%	675 6.4%	822 7.8%	65 0.6%	40 0.4%	16 0.2%	21 0.2%	*N/A *N/A	*N/A *N/A			10,488
	2000	4,301 50.0%	3,223 37.5%	436 5.1%	524 6.1%	52 0.6%	37 0.4%	13 0.2%	19 0.2%	*N/A *N/A	*N/A *N/A			8,605
	2005	7,084 61.2%	3,270 28.2%	574 5.0%	476 4.1%	85 0.7%	45 0.4%	18 0.2%	18 0.2%	8 0.1%	3 0.0%			11,581
	2010	6,530 60.5%	3,096 28.7%	508 4.7%	443 4.1%	91 0.8%	69 0.6%	24 0.2%	24 0.2%	6 0.1%	7 0.1%			10,798
	2015	6,545 61.4%	2,936 27.5%	486 4.6%	395 3.7%	105 1.0%	66 0.6%	32 0.3%	31 0.3%	8 0.1%	6 0.1%	28 0.3%	21 0.2%	10,659

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of employees within each job category for each year. *For years prior to 2003-2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

COMMENTS: The above table shows employment by race and sex for the eight standardized U.S. Equal Employment Opportunity Commission (EEOC) job categories.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

*Appointments, Separations and Promotions
by Ethnicity and Gender
(GAWFR Table 21)*

Percent of Total Appointments					
Ethnicity/Gender	1998-1999	2003-04	2008-2009	2013-2014	2014-2015
White Male	49.5%	47.3%	47.0%	48.3%	43.4%
White Female	30.5%	34.8%	32.4%	33.6%	35.0%
White Undisclosed	0.0%	0.0%	0.0%	0.1%	0.0%
African American Male	7.2%	4.6%	6.7%	5.1%	5.6%
African American Female	9.2%	8.8%	8.3%	7.3%	9.7%
Hispanic Male	0.9%	1.3%	1.6%	1.7%	1.4%
Hispanic Female	1.3%	1.6%	1.2%	1.7%	1.9%
Asian/Hawaiian/Pacific Islander Male	*0.9%	0.8%	1.2%	0.8%	0.8%
Asian/Hawaiian/Pacific Islander Female	*0.5%	0.8%	1.3%	0.8%	0.9%
Asian/Hawaiian/Pacific Islander Undisclosed	*0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native Male	*N/A	0.1%	0.2%	0.2%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.0%	0.2%	0.1%
Undeclared Male	**N/A	**N/A	**N/A	0.1%	0.5%
Undeclared Female	**N/A	**N/A	**N/A	0.0%	0.5%

Percent of Total Separations					
Ethnicity/Gender	1998-1999	2003-04	2008-09	2013-2014	2014-2015
White Male	49.7%	50.3%	47.8%	50.2%	48.8%
White Female	33.9%	35.7%	34.2%	33.4%	35.9%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
African American Male	5.5%	4.6%	6.1%	5.1%	4.6%
African American Female	8.6%	7.2%	8.4%	7.2%	6.8%
Hispanic Male	0.7%	0.8%	1.1%	0.9%	1.1%
Hispanic Female	0.6%	0.6%	0.9%	1.1%	1.2%
Asian/Hawaiian/Pacific Islander Male	*0.6%	0.2%	0.6%	0.7%	0.4%
Asian/Hawaiian/Pacific Islander Female	*0.3%	0.7%	0.6%	0.8%	0.5%
Asian/Hawaiian/Pacific Islander Undisclosed	*0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native Male	*N/A	0.0%	0.1%	0.1%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.1%	0.1%	0.1%
Undeclared Male	**N/A	**N/A	**N/A	0.2%	0.3%
Undeclared Female	**N/A	**N/A	**N/A	0.2%	0.2%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

*Appointments, Separations and Promotions
by Ethnicity and Gender
(GAWFR Table 21 - continued)*

Percent of Total Promotions					
Ethnicity/Gender	1998-1999	2003-04	2008-09	2013-2014	2014-2015
White Male	54.9%	51.8%	55.4%	51.8%	50.9%
White Female	31.8%	35.1%	30.7%	33.8%	32.7%
White Undisclosed	0.0%	0.0%	0.0%	0.0%	0.0%
African American Male	5.0%	3.7%	3.9%	3.6%	3.9%
African American Female	5.3%	6.9%	6.1%	5.4%	7.1%
Hispanic Male	0.9%	0.8%	0.9%	1.2%	1.5%
Hispanic Female	0.5%	0.7%	1.0%	1.2%	1.4%
Asian/Hawaiian/Pacific Islander Male	*1.0%	0.6%	1.0%	0.8%	0.8%
Asian/Hawaiian/Pacific Islander Female	*0.5%	0.6%	0.7%	0.8%	1.0%
Asian/Hawaiian/Pacific Islander Undisclosed	*0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native Male	*N/A	0.1%	0.1%	0.1%	0.1%
American Indian/Alaskan Native Female	*N/A	0.0%	0.1%	0.1%	0.1%
Undeclared Male	**N/A	**N/A	**N/A	0.8%	0.3%
Undeclared Female	**N/A	**N/A	**N/A	0.5%	0.3%

NOTE: Includes full-time permanent salaried employees. Table displays data in five year increments beginning with 1998-99 along with the two most recent fiscal years. Separations include retirements, resignations, deaths, and furloughs but exclude returns from furlough.

*For years prior to 2003-2004, Asian/Hawaiian/Pacific Islander were grouped with American Indian/Alaskan Native in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

**Reporting of undeclared gender began in fiscal year 2010-2011.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

*Age and Length of Service by Union
Full-Time Salaried Employees
(GAWFR Table 25)*

Union	Mean Age	Mean Length of Service
AFSCME (Master Agreement/Memorandum)	47*	11*
-Clerical, Administrative, and Fiscal units	48	11
-Maintenance and Trades units	49	12
-Human Services units	45	10
-Other AFSCME units	46	12
<i>* Average for all employees in the four categories</i>		
PSCOA (corrections officers)	43	10
SEIU Local 668 (social workers)	46	10
PSTA (state police)	39	13
SEIU Healthcare PA (nurses, non-supervisory)	48	9
UFCW (liquor store clerks)	48	9
ISSU (liquor store managers)	47	13
CIVEA (corrections education teachers)	47	11
FOSCEP (educational and cultural)	52	13
OPEIU (nurse supervisors)	51	15
UGSOA (security officers)	47	10
PDA (physicians)	61	13
FOP (conservation officers)	44	14
FOP (capitol police)	44	10
PLEA (liquor enforcement officers)	39	9
PSRA (DCNR rangers)	45	12
SEIU Local 668 (unemployment compensation referees)	51	17
PSEA (non-tenured teachers)	49	12
CBA (PUC attorneys)	44	13
ALES (liquor law enforcement officers 3)	49	21
Non-Union Employees	46	17
Management Employees	48	16
COMMONWEALTH AVERAGE	46	12

NOTE: Includes full-time permanent salaried employees. Data includes both rank-and-file and supervisory units unless otherwise noted.

COMMENTS: PLEA (liquor enforcement) and PSTA (state police) are tied for the youngest mean age (39), while PDA (physicians) have the oldest mean age (61). ALES (liquor law enforcement officers) has the highest mean length of service of unionized employees (21 years). PLEA, UFCW (liquor store clerks) and SEIU Healthcare PA (nurses, non-supervisory) are tied for the lowest mean length of service (9 years).

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26)

Union		White	African American	Hispanic	Asian/Hawaiian/ Pacific Islander	American Indian/Alaskan Native	Undisclosed
AFSCME (Master Agreement/Memorandum)*	Male	15,345 * 50.5% *	913 * 3.0% *	239 * 0.8% *	248 * 0.8% *	24 * 0.1% *	71 * 0.2% *
	Female	10,942 36.0%	1,919 6.3%	306 1.0%	273 0.9%	26 0.1%	59 0.2%
-Clerical, Administrative and Fiscal units	Male	1,271 15.6%	215 2.6%	39 0.5%	51 0.6%	2 0.0%	7 0.1%
	Female	5,004 61.4%	1,205 14.8%	179 2.2%	144 1.8%	12 0.1%	23 0.3%
-Maintenance and Trades units	Male	7,030 92.9%	209 2.8%	81 1.1%	15 0.2%	7 0.1%	34 0.4%
	Female	174 2.3%	12 0.2%	3 0.0%	1 0.0%	1 0.0%	0.0%
-Human Services units	Male	1,476 27.6%	213 4.0%	40 0.7%	21 0.4%	3 0.1%	7 0.1%
	Female	3,082 57.6%	375 7.0%	62 1.2%	36 0.7%	7 0.1%	25 0.5%
-Other AFSCME units	Male	5,568 59.9%	276 3.0%	79 0.8%	161 1.7%	12 0.1%	23 0.2%
	Female	2,682 28.8%	327 3.5%	62 0.7%	92 1.0%	6 0.1%	11 0.1%
*Average for employees in the four categories							
PSCOA (corrections officers)	Male	7,854 77.3%	811 8.0%	180 1.8%	27 0.3%	17 0.2%	23 0.2%
	Female	861 8.5%	334 3.3%	42 0.4%	7 0.1%	3 0.0%	7 0.1%
SEIU Local 668 (social workers)	Male	2,388 26.0%	352 3.8%	125 1.4%	58 0.6%	7 0.1%	2 0.0%
	Female	4,438 48.4%	1,323 14.4%	365 4.0%	77 0.8%	18 0.2%	16 0.2%
PSTA (state police)	Male	3,865 88.9%	135 3.1%	68 1.6%	34 0.8%	5 0.1%	0.0%
	Female	225 5.2%	10 0.2%	6 0.1%	1 0.0%	1 0.0%	0.0%
SEIU Healthcare PA (nurses, non-supervisory)	Male	258 23.0%	16 1.4%	0.0%	10 0.9%	0.0%	0.0%
	Female	742 66.1%	55 4.9%	6 0.5%	27 2.4%	2 0.2%	6 0.5%
UFCW (liquor store clerks)	Male	682 47.1%	99 6.8%	13 0.9%	10 0.7%	2 0.1%	0.0%
	Female	446 30.8%	173 11.9%	18 1.2%	5 0.3%	0.0%	0.0%
ISSU (liquor store managers)	Male	321 46.3%	32 4.6%	7 1.0%	4 0.6%	0.0%	0.0%
	Female	258 37.2%	66 9.5%	3 0.4%	2 0.3%	1 0.1%	0.0%
CIVEA (corrections education teachers)	Male	250 69.8%	13 3.6%	1 0.3%	2 0.6%	1 0.3%	0.0%
	Female	79 22.1%	11 3.1%	1 0.3%	0.0%	0.0%	0.0%
FOSCEP (educational and cultural)	Male	120 39.9%	5 1.7%	0.0%	1 0.3%	0.0%	0.0%
	Female	153 50.8%	11 3.7%	5 1.7%	5 1.7%	0.0%	1 0.3%

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

Minority Group and Gender of Employees by Union
Full-Time Salaried Employees
(GAWFR Table 26 - continued)

Union		White		African American		Hispanic		Asian/Hawaiian/ Pacific Islander		American Indian/Alaska n Native		Undisclosed	
OPEIU (nurse supervisors)	Male	72	32.0%	4	1.8%		0.0%		0.0%	1	0.4%		0.0%
	Female	140	62.2%	6	2.7%		0.0%	2	0.9%		0.0%		0.0%
UGSOA (security officers)	Male	128	72.3%	20	11.3%	3	1.7%	1	0.6%		0.0%		0.0%
	Female	21	11.9%	3	1.7%		0.0%		0.0%	1	0.6%		0.0%
PDA (physicians)	Male	73	52.1%	5	3.6%	2	1.4%	18	12.9%		0.0%		0.0%
	Female	28	20.0%	1	0.7%	1	0.7%	12	8.6%		0.0%		0.0%
FOP (conservation officers)	Male	250	95.8%		0.0%		0.0%		0.0%		0.0%		0.0%
	Female	11	4.2%		0.0%		0.0%		0.0%		0.0%		0.0%
FOP (capitol police)	Male	75	84.3%	4	4.5%	3	3.4%	1	1.1%		0.0%		0.0%
	Female	6	6.7%		0.0%		0.0%		0.0%		0.0%		0.0%
All Other Unions**	Male	230	70.8%	15	4.6%	2	0.6%		0.0%		0.0%		0.0%
	Female	68	20.9%	8	2.5%	1	0.3%	1	0.3%		0.0%		0.0%
Non-Union Employees	Male	459	68.8%	12	1.8%	4	0.6%	16	2.4%	2	0.3%	1	0.1%
	Female	160	24.0%	8	1.2%	1	0.1%	4	0.6%		0.0%		0.0%
Management Employees	Male	6,580	51.5%	326	2.6%	91	0.7%	149	1.2%	9	0.1%	55	0.4%
	Female	4,712	36.9%	542	4.2%	107	0.8%	142	1.1%	10	0.1%	42	0.3%
COMMONWEALTH TOTAL		62,240	85.7%	7,232	10.0%	1,600	2.2%	1,137	1.6%	130	0.2%	283	0.4%

NOTE: Includes full-time permanent salaried employees. **Unions with less than 100 represented employees are grouped in "All Other Unions."

COMMENTS: Significant differences exist in the male/female ratio among bargaining units. The AFSCME clerical, administrative, and fiscal and human services units are primarily female, while the majority of maintenance and trades employees are male. In addition, the majority of SEIU Local 668 (social workers), SEIU Healthcare PA, and OPEIU represented employees are female, while PSCOA (corrections officers), PSTA (state police), UGSOA (security officers) and FOP (conservation officers) are primarily male.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

Age and Length of Service for All Commonwealth Employees
(GAWFR Table 48)

Mean Age: 46 Mean Length of Service: 12																
Length of Service	Less than 5 years		5 to less than 10 years		10 to less than 15 years		15 to less than 20 years		20 to less than 25 years		25 to less than 30 years		30 years & above		TOTAL	
Age Group	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
34 & Below	7,756	10.7%	4,442	6.1%	996	1.4%	44	0.1%	0	0.0%	0	0.0%	0	0.0%	13,238	16.9%
35 to 44	3,842	5.3%	4,882	6.7%	4,941	6.8%	2,994	4.1%	902	1.2%	59	0.1%	0	0.0%	17,620	26.1%
45 to 54	3,321	4.6%	4,027	5.6%	4,301	5.9%	3,704	5.1%	4,635	6.4%	2,396	3.3%	996	1.4%	23,380	33.4%
55 to 59	1,316	1.8%	1,733	2.4%	1,979	2.7%	1,486	2.1%	1,485	2.0%	1,293	1.8%	1,371	1.9%	10,663	15.3%
60 & Above	974	1.3%	1,665	2.3%	1,913	2.6%	1,324	1.8%	696	1.0%	453	0.6%	696	1.0%	7,721	8.3%
Total	17,209	23.7%	16,749	23.1%	14,130	19.5%	9,552	13.2%	7,718	10.6%	4,201	5.8%	3,063	4.2%	72,622	100.0%

NOTE: Includes all full-time permanent salaried employees. Figures may not total 100% due to rounding.

COMMENTS: In July 2014, more salaried employees (17,209) had less than 5 years of service than any other service group, and more employees (23,380) were age 45 to 54 than any other age group. The mean age (46) and length of service (12) for commonwealth employees were the same as the previous year.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

*Average Age of New Hires for All Agencies
(GAWFR Table 49)*

Agency	Mean Age	Mean Age of New Hire
Aging	50	40
Agriculture	47	42
Banking and Securities	46	30
Civil Service Commission	48	45
Community and Economic Development	46	42
Conservation and Natural Resources	48	38
Corrections	44	33
Drug and Alcohol Programs	46	47
Education	52	44
Emergency Management Agency	49	48
Environmental Protection	47	38
Executive Offices	47	37
Fish and Boat Commission	45	26
Game Commission	45	38
General Services	49	38
Health	49	43
Historical and Museum Commission	50	42
Human Services	46	40
Insurance	50	39
Labor and Industry	49	40
Liquor Control Board	48	39
Military and Veterans Affairs	47	43
Milk Marketing Board	54	N/A
Municipal Retirement System	45	35
Probation and Parole Board	44	35
Public School Employees' Retirement System	47	38
Public Utility Commission	48	44
Revenue	46	36
State	48	41
State Employees' Retirement System	47	40
State Police	41	34
Transportation	48	40
COMMONWEALTH AVERAGE	46	38

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: The Fish and Boat Commission had the lowest average age of new hires (26) for fiscal year 2014-2015. The Milk Marketing Board had no new hires during fiscal year 2014-2015.

STATE GOVERNMENT WORKFORCE STATISTICS - Demographics
July 2015

*Average Age and Length of Service for All Agencies
(GAWFR Table 50)*

Agency	Mean Age	Mean LOS
Aging	50	15
Agriculture	47	12
Banking and Securities	46	11
Civil Service Commission	48	15
Community and Economic Development	46	12
Conservation and Natural Resources	48	14
Corrections	44	11
Drug and Alcohol Programs	46	11
Education	52	13
Emergency Management Agency	49	10
Environmental Protection	47	15
Executive Offices	47	13
Fish And Boat Commission	45	14
Game Commission	45	14
General Services	49	14
Health	49	12
Historical and Museum Commission	50	15
Human Services	46	11
Insurance	50	13
Labor and Industry	49	12
Liquor Control Board	48	12
Military and Veterans Affairs	47	9
Milk Marketing Board	54	15
Municipal Retirement Board	45	13
Probation And Parole Board	44	12
Public School Employees' Retirement System	47	14
Public Utility Commission	48	14
Revenue	46	13
State	48	10
State Employees' Retirement System	47	13
State Police	41	12
Transportation	48	13
COMMONWEALTH AVERAGE	46	12

NOTE: Includes all full-time permanent salaried employees. Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure and Investment Authority (PENNVEST), Environmental Hearing Board, and the Pennsylvania Human Relations Commission in this table. Data as of July 1 of each year.

COMMENTS: Of all listed agencies, employees at the Milk Marketing Board held the oldest mean age (54), while State Police held the youngest (41). Civil Service Commission, Aging, Historical & Museum Commission, Milk Marketing Board, and Environmental Protection are tied for the highest mean length of service (15).

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees per 10K Residents

*Rank Order of All States by Ratio of State Employment to State Population
including employees not under the Governor's jurisdiction
(GAWFR Table 10 and 11)*

State	Rank	Emps/10 K
HI Hawaii	1	508
AK Alaska	2	418
ND North Dakota	3	349
DE Delaware	4	341
VT Vermont	5	273
WV West Virginia	6	268
WY Wyoming	7	267
MT Montana	8	265
NM New Mexico	9	260
AR Arkansas	10	251
UT Utah	11	242
RI Rhode Island	12	225
AL Alabama	13	225
MS Mississippi	14	220
SD South Dakota	15	220
KY Kentucky	16	219
CT Connecticut	17	219
OK Oklahoma	18	219
IA Iowa	19	217
KS Kansas	20	210
OR Oregon	21	205
ME Maine	22	203
LA Louisiana	23	198
NE Nebraska	24	196
VA Virginia	25	196

State	Rank	Emps/10 K
NH New Hampshire	26	195
WA Washington	27	195
SC South Carolina	28	192
CO Colorado	29	191
MN Minnesota	30	188
MI Michigan	31	187
WI Wisconsin	32	185
MA Massachusetts	33	182
NJ New Jersey	34	181
ID Idaho	35	177
NC North Carolina	36	174
MO Missouri	37	169
IN Indiana	38	166
OH Ohio	39	162
GA Georgia	40	161
MD Maryland	41	152
TN Tennessee	42	151
PA Pennsylvania	43	146
NY New York	44	138
TX Texas	45	136
AZ Arizona	46	132
CA California	47	125
NV Nevada	48	121
IL Illinois	49	119
FL Florida	50	105

National Average 166
Pennsylvania 146

SOURCE: "State Government Employment and Payroll", U.S. Census Bureau, as of March 2013 and "Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico", U.S. Census Bureau, Population Division, as of July 1, 2014.

NOTE: State Government data includes all full-time and part-time state employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 146 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-third out of the fifty states. The national average is 166.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees Average Salary
March 2013

*Average Annual Salary of All State Employees
including employees not under the Governor's jurisdiction
(GAWFR Table 12)*

State	Rank	Salary
CA California	1	\$79,235
CT Connecticut	2	\$74,925
NJ New Jersey	3	\$72,918
IA Iowa	4	\$71,960
NY New York	5	\$71,530
IL Illinois	6	\$68,381
RI Rhode Island	7	\$67,587
AK Alaska	8	\$67,040
MI Michigan	9	\$66,584
MN Minnesota	10	\$65,642
MA Massachusetts	11	\$64,851
CO Colorado	12	\$62,755
OH Ohio	13	\$61,565
WI Wisconsin	14	\$59,999
MD Maryland	15	\$58,966
WA Washington	16	\$58,669
NH New Hampshire	17	\$58,000
VT Vermont	18	\$57,828
OR Oregon	19	\$57,467
NV Nevada	20	\$57,241
PA Pennsylvania	21	\$56,791
TX Texas	22	\$55,513
UT Utah	23	\$55,311
VA Virginia	24	\$54,640
AZ Arizona	25	\$54,610

State	Rank	Salary
NM New Mexico	26	\$54,286
ID Idaho	27	\$53,833
KS Kansas	28	\$53,462
NC North Carolina	29	\$52,845
ND North Dakota	30	\$52,762
DE Delaware	31	\$52,623
LA Louisiana	32	\$52,578
IN Indiana	33	\$52,561
WY Wyoming	34	\$52,413
AL Alabama	35	\$52,026
MT Montana	36	\$51,882
TN Tennessee	37	\$51,495
HI Hawaii	38	\$51,352
SD South Dakota	39	\$50,689
ME Maine	40	\$49,946
NE Nebraska	41	\$49,859
KY Kentucky	42	\$49,173
FL Florida	43	\$49,098
OK Oklahoma	44	\$47,521
SC South Carolina	45	\$47,386
GA Georgia	46	\$46,432
AR Arkansas	47	\$46,183
MS Mississippi	48	\$44,752
WV West Virginia	49	\$44,496
MO Missouri	50	\$43,330

National Average \$59,199
Pennsylvania \$56,791*

SOURCE: "State Government Employment and Payroll", U.S. Department of Commerce, Census Bureau. March 2013 data is the latest available.

NOTE: *Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln which are reported and averaged together by the Census Bureau.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County
July 2015

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

County	Employment	Residence
Adams	173	390
Allegheny	3,763	3,114
Armstrong	219	379
Beaver	299	439
Bedford	273	425
Berks	1,633	1,720
Blair	1,368	1,543
Bradford	239	245
Bucks	691	858
Butler	433	600
Cambria	1,418	2,441
Cameron	101	73
Carbon	223	349
Centre	1,704	1,030
Chester	843	889
Clarion	196	397
Clearfield	1,366	1,310
Clinton	180	402
Columbia	222	568
Crawford	796	919
Cumberland	1,685	4,460
Dauphin	15,816	7,371
Delaware	1,019	1,141
Elk	134	204
Erie	1,671	1,589
Fayette	1,374	1,256
Forest	717	193
Franklin	626	680
Fulton	133	120
Greene	845	523
Huntingdon	1,409	956
Indiana	1,060	932
Jefferson	270	426
Juniata	108	473
Lackawanna	1,935	2,124
Lancaster	835	1,641
Lawrence	294	454
Lebanon	603	980
Lehigh	1,080	861
Luzerne	2,715	3,079

STATE GOVERNMENT WORKFORCE STATISTICS - Geography
Employees by County (continued)
July 2015

Salaried Employees by Employment and Residence County
(GAWFR Table 51)

County	Employment	Residence
Lycoming	1,493	1,206
Mckean	145	241
Mercer	781	802
Mifflin	111	500
Monroe	404	369
Montgomery	3,311	2,050
Montour	660	258
Northampton	374	600
Northumberland	807	1,497
Perry	393	1,080
Philadelphia	3,363	3,690
Pike	165	133
Potter	164	167
Schuylkill	1,352	1,849
Snyder	885	767
Somerset	1,400	1,103
Sullivan	103	85
Susquehanna	172	277
Tioga	234	240
Union	106	343
Venango	1,256	1,098
Warren	556	583
Washington	509	955
Wayne	830	410
Westmoreland	1,868	2,023
Wyoming	114	185
York	596	2,320
Outside PA	1	237
Total	72,622	72,622

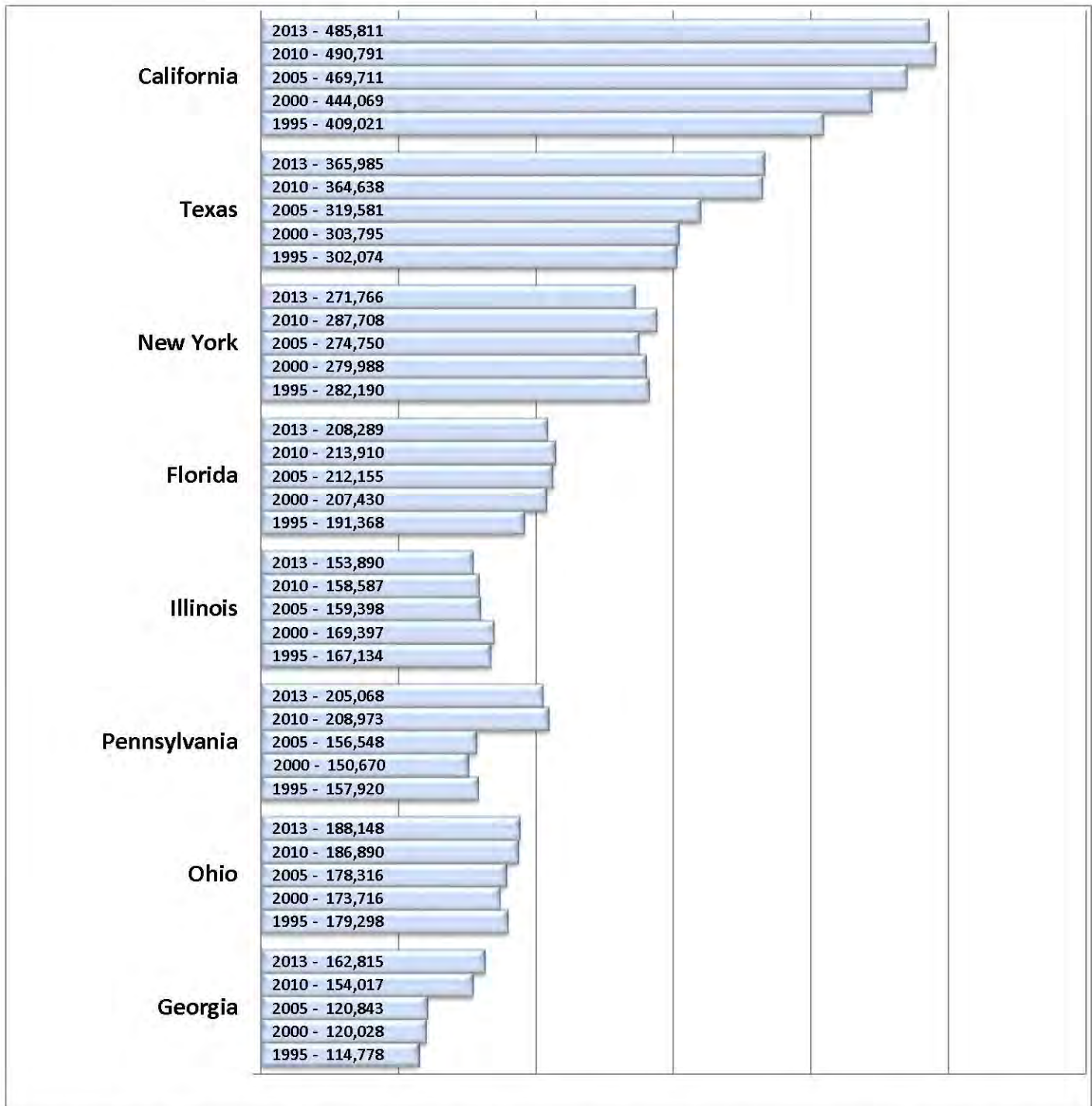
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2015, over half (56.4 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (50.8 percent) of all employees had those four areas as their voting addresses. A total of 237 employees resided outside of the commonwealth's geographic boundaries.

STATE GOVERNMENT WORKFORCE STATISTICS - Geography

*Trend of All State Employment - Eight Most Populous States
(Including employees not under the Governor's jurisdiction)
1995-2013
(GAWFR Table 9)*



SOURCE/NOTE: Public employment for years shown from the U.S. Department of Commerce, Census Bureau. March 2013 employment data per state is the latest available, and the rankings for most populous states are based on the most recent data available (July 2014). Includes all full-time and part-time state employees, even those not under the Governor's jurisdiction, such as the Attorney General, Auditor General, Treasury, Turnpike Commission, Legislative and Judicial Branches, State Universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln.

COMMENTS: As of July 2014, Pennsylvania is the sixth most populous state and has the fourth lowest total number of state employees of the eight most populous states.

Glossary



Appointment – The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

Average – The arithmetic mean – the sum of observations divided by the total number of observations.

Benefits – Services or goods given or money indirectly given to an employee.

Centralized payroll system – A computerized data system containing payroll information for each Commonwealth employee and position.

Civil Service position – A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

Class – A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

Compensation – Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

Equal Employment Opportunity Commission (EEOC) occupational groupings Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

Fiscal year – In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

Full-time employee – An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

Furlough – Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

Metropolitan Statistical Area (MSA) – Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

Minority - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

Non-Civil Service position - A position not covered by the Civil Service Act.

Part-time employee - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

Permanent employee - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

Position - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

Resignation - The voluntary termination of employment other than retirement.

Retirement - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

Salaried employee - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

SAP - A computerized data system where the personnel and payroll records of each employee and position in state government are maintained. The information on filled positions does not include positions occupied by incumbents who are in a leave without pay status. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of ????

Salaried position - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

Separation - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

Temporary employee - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

Wage employee - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

Wage position - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

Workforce - Those persons employed by the Commonwealth.